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Mass. Bureau of Statistics of Labor

Commonwealth of Massachusetts

LABOR BULLETIN

ISSUED BY THE
BUREAU OF STATISTICS OF LABOR

EDITED BY
CHARLES F. GETTEMY
CHIEF OF BUREAU

JUNE—JULY, 1908

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MANUFACTURES DIVISION.—Engaged in the Preparation of the Annual Statistics of Manufactures.

MUNICIPAL STATISTICS DIVISION.—Engaged in the Preparation of the Annual Comparative Financial Statistics of Cities and Towns.

BULLETIN DIVISION.—Engaged in the Preparation of The Labor Bulletin, and Annual Reports on Strikes and Lockouts, Changes in Rates of Wages and Hours of Labor, Trade Unions, etc.

CENSUS DIVISION.—Engaged on the Decennial Census and Special Investigations.

FREE EMPLOYMENT OFFICES DIVISION.

Boston Free Employment Office, 8 Kneeland Street.

Springfield Free Employment Office, 37 Bridge Street.

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Compliments of

Charles F. Gettemy

Chief of Bureau of Statistics of Labor.

MASSACHUSETTS LABOR BULLETIN.

ISSUED MONTHLY IN ACCORDANCE WITH THE PROVISIONS OF CHAPTER 107, REVISED LAWS, BY THE
BUREAU OF STATISTICS OF LABOR, BOSTON.

Editor: CHARLES F. GETTEMY, Chief of Bureau.

Associate Editors: FRANK S. DROWN, ROSWELL F. PHELPS.

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WHOLE No. 60.

LABOR LEGISLATION IN MASSACHUSETTS, 1908.

This article presents the laws affecting labor which were passed by the Legislature of Massachusetts during the session of 1908.

Of the 34 acts which may properly be classified as laws affecting labor, 18 constitute distinctly new legislation, 15 are amendatory of acts or sections of acts already on the statute book, and one is a repealing act.

Considerable attention appears to have been given by the Legislature to bills relative to accidents and to employers' liability, and the acts of this character passed constitute perhaps the most important portion of the labor legislation of the year.

Of the several acts passed, special attention is called to the following: Chapter 489, authorizing and providing for the approval of plans of compensation for injured employees; chapter 645, in amendment of the "58-hour law" by providing that 56 hours shall constitute a week's work for women and minors, except in certain establishments and under certain conditions specified, and becoming effective January 1, 1910; chapter 572, extending the term of the Commission on Industrial Education; chapter 619, making an appropriation for the maintenance of industrial schools in certain cities of the Commonwealth; and chapter 589, providing for the payment of pensions to teachers in the public day schools of the city of Boston.

For convenience in reference the following index is presented, giving the chapter numbers and titles of the several acts and classifying them according to general character:

INDEX.

Hours of Labor.

CHAPTER 476. Relative to vacations of members of police departments except in the city of Boston.

CHAPTER 547. Relative to the hours of labor of employees in the penal institutions of the Commonwealth.

CHAPTER 645.¹ Relative to the hours of labor of women and minors.

Accidents and Employers' Liability.

CHAPTER 380. To provide for protecting the interests of injured employees.

CHAPTER 489. To authorize and provide for the approval of plans of compensation for injured employees.

CHAPTER 543. To authorize insurance companies doing fidelity insurance to do liability insurance business.

CHAPTER 81.² Relative to mutual insurance companies transacting employers' liability business.

¹ Amending a section of an earlier act.

² Amending an earlier act or section.

CHAPTER 420.¹ Relative to the liability of railway companies for injuries to employees.

CHAPTER 457.¹ Relative to the bringing of actions under the employers' liability law.

CHAPTER 553.¹ To limit the assumption of risk by an employee of a railroad corporation.

Payment of Wages.

CHAPTER 210. An Act to provide that all pay-rolls, bills, and accounts for salary or compensation of persons in the service or employment of the city of Boston shall bear the certificate of the civil service commission.

CHAPTER 587.¹ Relative to the compensation of employees of the city of Boston.

CHAPTER 650.¹ Relative to the weekly payment of wages to public employees.

Pensions.

CHAPTER 589. To provide for the payment of pensions to teachers in the public day schools of the city of Boston.

CHAPTER 601. To provide for retiring and pensioning prison officers.

Industrial Education.

CHAPTER 572. Relative to the Commission on Industrial Education.

CHAPTER 619. Making an appropriation for the maintenance of industrial schools in certain cities of the Commonwealth.

Employment.

CHAPTER 306. To provide for the furnishing, by the Bureau of Statistics of Labor, of information relative to the demand for employment.

CHAPTER 217. Relative to advertisements concerning employment.

CHAPTER 485.¹ Relative to the Free Employment Offices.

Inspection of Factories, etc.

CHAPTER 375. Relative to the age limit for appointment as a member of the inspection department of the district police.

CHAPTER 389. To define the powers and duties of the inspectors of factories and public buildings.

CHAPTER 566. Relative to the use of the cinematograph.

CHAPTER 487.¹ Relative to appeals from the orders of the inspectors of factories and public buildings of the district police.

CHAPTER 563.¹ Relative to the operation and inspection of steam boilers.

Observance of the Lord's Day.

CHAPTER 273.¹ To authorize unpaid labor on yachts and boats on the Lord's Day.

CHAPTER 385.¹ Relative to the observance of the Lord's Day.

Miscellaneous Acts.

CHAPTER 208. Relative to the revocation of licenses of hawkers and peddlers.

CHAPTER 569. To incorporate the Franklin Foundation.

CHAPTER 605. To regulate further the business of making small loans.

CHAPTER 222.¹ Relative to the surrender charge of life insurance policies issued by savings banks.

¹ Amending an earlier act or section.

CHAPTER 228.¹ To exempt certain offices from the provisions of the act relative to public service corporations and their employees.

CHAPTER 412.² Relative to expenditures for medical inspection in the public schools.

In the following presentation the amendments to former acts are printed in italics and the old matter omitted is enclosed in brackets.

ACTS.

CHAPTER 81.

AN ACT RELATIVE TO MUTUAL INSURANCE COMPANIES TRANSACTING EMPLOYERS' LIABILITY BUSINESS.

Be it enacted, etc., as follows:

SECTION 1. Section thirty-four of chapter five hundred and seventy-six of the acts of the year nineteen hundred and seven is hereby amended by striking out in the last paragraph of said section the word "eighty-six", and inserting in place thereof the word:— ninety-six,—so that said paragraph will read as follows:— Mutual companies organized prior to the twenty-eighth day of May in the year eighteen hundred and [eighty-six] *ninety-six*, to transact employers' liability business, may continue such business under the fifth clause of section thirty-two, and shall be subject to the laws, so far as applicable, relative to mutual fire insurance companies.

SECTION 2. This act shall take effect upon its passage. [*Approved February 14, 1908.*]

CHAPTER 208.

AN ACT RELATIVE TO THE REVOCATION OF LICENSES OF HAWKERS AND PEDLERS.

Be it enacted, etc., as follows:

SECTION 1. Any license granted by the secretary of the Commonwealth under chapter sixty-five of the Revised Laws, or of any act amendatory thereof or additional thereto, may be revoked by the secretary upon conviction of the licensee of any crime which, in the judgment of the secretary, warrants such revocation.

SECTION 2. This act shall take effect

upon its passage. [*Approved March 14, 1908.*]

CHAPTER 217.

AN ACT RELATIVE TO ADVERTISEMENTS CONCERNING EMPLOYMENT.

Be it enacted, etc., as follows:

SECTION 1. It shall be unlawful knowingly to cause to be printed or published a false or fraudulent notice or advertisement for help or for obtaining work or employment.

SECTION 2. Whoever violates the provisions of this act shall be punished by a fine of not more than five hundred dollars or by imprisonment for not more than three months, or by both such fine and imprisonment. [*Approved March 14, 1908.*]

CHAPTER 222.

AN ACT RELATIVE TO THE SURRENDER CHARGE OF LIFE INSURANCE POLICIES ISSUED BY SAVINGS BANKS.

Be it enacted, etc., as follows:

SECTION 1. Section eleven of chapter five hundred and sixty-one of the acts of the year nineteen hundred and seven is hereby amended by striking out the words "the surrender charge of one per cent", in the twelfth line, and inserting in place thereof the words:— a surrender charge of not more than one per cent of the face value of the policy,—so as to read as follows:— *Section 11.* No policy of life or endowment insurance or annuity contract issued by any savings and insurance bank shall become forfeit or void for non-payment of premium after six full months' premiums have been paid thereon; and in case of default in the payment of any subsequent premium, then, without any further stipulation

¹ Amending a section of an earlier act.

² Repealing a section of an earlier act.

or act, such policy shall be binding upon the bank at its option, either (a) for the cash surrender value or (b) for the amount of paid up insurance which the then net value of the policy and all dividend additions thereon, less any indebtedness to the bank on account of said policy, and less [the surrender charge of one per cent] *a surrender charge of not more than one per cent of the face value of the policy*, will purchase as a net single premium for life or endowment insurance, maturing or terminating at the time and in the manner provided for in the original policy contract, or (c) for the amount of paid up term insurance which such net value would purchase.

SECTION 2. This act shall take effect upon its passage. [Approved March 14, 1908.]

CHAPTER 228.

AN ACT TO EXEMPT CERTAIN OFFICES FROM THE PROVISIONS OF THE ACT RELATIVE TO PUBLIC SERVICE CORPORATIONS AND THEIR EMPLOYEES.

Be it enacted, etc., as follows:

Section two of chapter three hundred and twenty of the acts of the year nineteen hundred and three is hereby amended by striking out the word "and", in the second line, and by inserting after the word "peace", in the same line, the words:—prison officer, agent of the prison commissioners and agent of the board of charity,—so as to read as follows:—*Section 2.* The offices of probation officer, notary public, [and] justice of the peace, *prison officer, agent of the prison commissioners and agent of the board of charity* shall not be considered public offices within the meaning of this act. [Approved March 18, 1908.]

CHAPTER 273.

AN ACT TO AUTHORIZE UNPAID LABOR ON YACHTS AND BOATS ON THE LORD'S DAY.

Be it enacted, etc., as follows:

SECTION 1. Section three of chapter ninety-eight of the Revised Laws, as

amended by chapter four hundred and fourteen of the acts of the year nineteen hundred and two, and by chapter one hundred and twenty-six of the acts of the year nineteen hundred and eight, is hereby further amended by inserting after the word "boats", in the fifteenth line, the words:—nor unpaid work on yachts and pleasure boats,—so as to read as follows:—*Section 3.* The provisions of the preceding section shall not be held to prohibit the manufacture and distribution of steam, gas or electricity for illuminating purposes, heat or motive power, nor the distribution of water for fire or domestic purposes, nor the use of the telegraph or the telephone, nor the retail sale of drugs and medicines, nor articles ordered by the prescription of a physician or mechanical appliances used by physicians or surgeons, nor the retail sale of tobacco in any of its forms by licensed innholders, common victuallers, druggists and newsdealers whose stores are open for the sale of newspapers every day in the week, nor the retail sale of ice cream, soda water and confectionery by licensed innholders and druggists, and by such licensed common victuallers as are not also licensed to sell intoxicating liquors and who are authorized to keep open their places of business on the Lord's day, nor the letting of horses and carriages or of yachts and boats, *nor unpaid work on yachts and pleasure boats*, nor the running of steam ferry boats on established routes, nor the running of street railway cars, nor the preparation, printing and publication of newspapers, nor the sale and delivery of newspapers, nor the wholesale or retail sale and delivery of milk, nor the transportation of milk, nor the making of butter and cheese, nor the keeping open of public bath houses, nor the making or selling by bakers or their employees, before ten o'clock in the morning and between the hours of four o'clock and half past six o'clock in the evening, of bread or other food usually dealt in by them, nor the carrying on of the business of bootblacks before eleven o'clock in the forenoon, nor the

digging of clams or the icing and dressing of fish.

SECTION 2. This act shall take effect upon its passage. [*Approved March 25, 1908.*]

CHAPTER 306.

AN ACT TO PROVIDE FOR THE FURNISHING, BY THE BUREAU OF STATISTICS OF LABOR, OF INFORMATION RELATIVE TO THE DEMAND FOR EMPLOYMENT.

Be it enacted, etc., as follows:

SECTION 1. The chief of the bureau of statistics of labor is hereby authorized to furnish weekly to the clerks of all cities and towns in the Commonwealth printed bulletins showing the demand for employment, classified by occupations to such extent as may be feasible, and indicating the city or town in which the employees are wanted, such information to be based upon the applications for employees made at the free employment offices under the jurisdiction of said bureau.

SECTION 2. It shall be the duty of every city and town clerk to post the lists received as aforesaid, in one or more conspicuous places in the city or town.

SECTION 3. A city or town clerk who fails to comply with the provisions of this act shall be punished by a fine not exceeding ten dollars. [*Approved March 27, 1908.*]

CHAPTER 375.

AN ACT RELATIVE TO THE AGE LIMIT FOR APPOINTMENT AS A MEMBER OF THE INSPECTION DEPARTMENT OF THE DISTRICT POLICE.

Be it enacted, etc., as follows:

SECTION 1. A person who is not above the age of fifty years, if otherwise qualified, shall be eligible for appointment as an inspector of factories and public buildings, as a member of the inspection department of the district police.

SECTION 2. This act shall take effect upon its passage. [*Approved April 8, 1908.*]

CHAPTER 380.

AN ACT TO PROVIDE FOR PROTECTING THE INTERESTS OF INJURED EMPLOYEES.

Be it enacted, etc., as follows:

SECTION 1. Any justice of the superior court may, upon petition setting forth in ordinary language that the servant or employee of a certain firm, person, corporation or association has been injured in the course of his employment, through some defect in the ways, works or machinery owned or used by the employer, and that it is necessary in order to protect the interests of the injured person that an examination of the ways, works or machinery through whose defect the injury occurred should be made, grant an order directing the employer or person in control of such ways, works or machinery to permit the person named in said order to make such examination, under such conditions as shall be set forth in the order; but the order shall not be granted until after such notice to the employer as any justice of said court may direct or approve, and a hearing.

SECTION 2. This act shall take effect upon its passage. [*Approved April 10, 1908.*]

CHAPTER 385.

AN ACT RELATIVE TO THE OBSERVANCE OF THE LORD'S DAY.

Be it enacted, etc., as follows:

SECTION 1. Section one of chapter ninety-eight of the Revised Laws, as amended by section one of chapter four hundred and sixty of the acts of the year nineteen hundred and four, is hereby further amended by striking out said section and inserting in place thereof the following:—*Section 1.* Whoever on the Lord's day is present at a game, sport, play or public diversion, except a concert of sacred music or [an] *a public entertainment* [given in good faith by a religious or charitable society in aid of a religious or charitable purpose, the entire proceeds of which, if any, less only the necessary and reasonable expenses, not to exceed

twenty-five per cent of such proceeds, are to be devoted exclusively to a religious or charitable purpose,] *duly licensed as hereinafter provided, or a free open air concert given by a city or town or by license of the mayor of a city, or the selectmen of a town, upon a common or public park, street or square, shall be punished by a fine of not more than five dollars for each offence. The mayor of a city and the selectmen of a town may, except as provided in section forty-six of chapter one hundred and six of the Revised Laws, upon written application describing the proposed entertainment, grant licenses for public entertainments to be held on the Lord's day which shall be in keeping with the character of the day and not inconsistent with its due observance, and to which admission is to be obtained upon payment of money or some other pecuniary or valuable consideration, such license to be issued subject to such terms or conditions as the mayor or selectmen may prescribe: provided, however, that no such license shall be granted to have effect before one o'clock in the afternoon, nor unless the proposed entertainment shall be approved in writing by the chief of the district police as being in keeping with the character of the day and as not inconsistent with its due observance. Any such license may, after notice and a hearing given by the mayor or selectmen issuing the same, or by the chief of the district police, be suspended, revoked or annulled by them or him. Whoever offers to view, sets up, establishes, maintains or attempts to set up, establish or maintain, or promotes or assists in such attempt, or promotes, or aids, abets, or participates in offering to view, setting up, establishing or maintaining any public entertainment on the Lord's day, except a concert of sacred music, or free open air concert, as hereinbefore provided, unless such public entertainment shall be in keeping with the character of the day and not inconsistent with its due observance and duly licensed, as herein provided, shall be punished by a fine of not more than five hundred dollars.*

SECTION 2. Section one hundred and seventy-two of chapter one hundred and two of the Revised Laws, as amended by section four of chapter four hundred and sixty of the acts of the year nineteen hundred and four, by chapter three hundred and forty-one of the acts of the year nineteen hundred and five, and by chapter two hundred and seventy-four of the acts of the year nineteen hundred and seven, is hereby further amended by striking out said section and inserting in place thereof the following:—*Section 172. The mayor of a city or the selectmen of a town may, except as provided in section forty-six of chapter one hundred and six of the Revised Laws, grant, upon such terms and conditions as they deem reasonable, a license for theatrical exhibitions, public shows, public amusements and exhibitions of every description to which admission is obtained upon payment of money or upon the delivery of any valuable thing, or by a ticket or voucher obtained for money or any valuable thing, or in which after free admission, amusement is furnished upon a deposit of money in a mechanical device known as [a] the "nickel in the slot" machine or "penny in the slot" machine, or in any other similar machine, [upon such terms and conditions as they deem reasonable and they] and the mayor or selectmen may revoke or suspend such license at their pleasure, but they shall not grant a license for any such theatrical exhibitions, public shows or public amusements or exhibitions of any description whatever to be held upon the Lord's day, except [for those named in section five of chapter ninety-eight] that they may grant licenses for public entertainments to be held on the Lord's day which shall be in keeping with the character of the day and not inconsistent with its due observance, to which admission is obtained upon payment of money or some other pecuniary or valuable consideration, such license to be issued subject to such terms or conditions as the mayor or selectmen may prescribe: provided, however, that no such license to be exercised on the*

Lord's day shall be granted to have effect before one o'clock in the afternoon, nor unless the proposed entertainment shall be approved in writing by the chief of the district police as being in keeping with the character of the day and as not inconsistent with its due observance, and any such license may, after notice and a hearing given by the mayor or selectmen issuing the same, or by the chief of the district police, be suspended, revoked or annulled by them or him, and no such exhibition, show or amusement, [mentioned in said section¹] except a concert of sacred music or a free open air concert given by a city or town upon a common, public park, street or square shall be given without such license.

SECTION 3. All acts and parts of acts inconsistent herewith are hereby repealed. [*Approved April 11, 1908.*]

CHAPTER 389.

AN ACT TO DEFINE THE POWERS AND DUTIES OF THE INSPECTORS OF FACTORIES AND PUBLIC BUILDINGS.

Be it enacted, etc., as follows:

SECTION 1. The chief of the district police, the deputy chief of the inspection department of the district police, and the inspectors of factories and public buildings may, in the performance of their duty in enforcing the laws of the Commonwealth, enter any building, structure or enclosure, or any part thereof, and examine the methods of prevention of fire, means of exit, and means of protection against accident, and may make investigations as to the employment of children, young persons and women, except concerning health and the influence of occupation upon health. They may, except in the city of Boston, enter any public building, public or private institution, school-house, church, theatre, public hall, place of assemblage, or place of public resort, and make such investigations and order such structural or other changes, in said buildings, as are necessary rela-

tive to the construction, occupation and heating appliances and conditions, except for ventilating and sanitary purposes: PROVIDED, HOWEVER, that they may order structural changes for any purpose whenever the necessity therefor has been reported in accordance with the provisions of section five of chapter five hundred and thirty-seven of the acts of the year nineteen hundred and seven.

SECTION 2. Any person who hinders or prevents or attempts to prevent any member of the inspection department of the district police from entering any building, structure or enclosure or part thereof specified in the preceding section shall be liable to a penalty of not less than fifty nor more than one hundred dollars.

SECTION 3. Trial justices, police, municipal and district courts shall have concurrent jurisdiction with the superior court to enforce the provisions of this act. [*Approved April 11, 1908.*]

CHAPTER 412.

AN ACT RELATIVE TO EXPENDITURES FOR MEDICAL INSPECTION IN THE PUBLIC SCHOOLS.

Be it enacted, etc., as follows:

SECTION 1. Section seven of chapter five hundred and two of the acts of the year nineteen hundred and six, limiting expenditures for medical inspection in the public schools, is hereby repealed. [SECTION 7. The expense which a city or town may incur by virtue of the authority herein vested in the school committee or board of health, as the case may be, shall not exceed the amount appropriated for that purpose in cities by the city council and in towns by a town meeting. The appropriation shall precede any expenditure or any indebtedness which may be incurred under this act, and the sum appropriated shall be deemed a sufficient appropriation in the municipality where it is made. Such appropriation need not specify to what section of the act it shall apply, and

¹ R. L. c. 98, § 5.

may be voted as a total appropriation to be applied in carrying out the purposes of the act.]

SECTION 2. This act shall take effect upon its passage. [Approved April 17, 1908.]

CHAPTER 420.

AN ACT RELATIVE TO THE LIABILITY OF RAILWAY COMPANIES FOR INJURIES TO EMPLOYEES.

Be it enacted, etc., as follows:

SECTION 1. Section seventy-one of chapter one hundred and six of the Revised Laws is hereby amended by inserting after the word "engine", in the fifteenth line, the words:—elevated train,—by inserting after the word "railroad", in the sixteenth line, the words:—or elevated railway,—by inserting after the word "corporation", in the twenty-third line, the words:—or an elevated car which is in use by or which is in possession of an elevated railway corporation,—by inserting after the word "engine", in the thirty-first line, the words:—elevated train.—and by inserting after the word "engine", in the thirty-second line, the words:—elevated train,—so as to read as follows:—*Section 71.* If personal injury is caused to an employee, who, at the time of the injury, is in the exercise of due care, by reason of:

First, A defect in the condition of the ways, works or machinery connected with or used in the business of the employer, which arose from, or had not been discovered or remedied in consequence of, the negligence of the employer or of a person in his service who had been entrusted by him with the duty of seeing that the ways, works or machinery were in proper condition; or,

Second, The negligence of a person in the service of the employer who was entrusted with and was exercising superintendence and whose sole or principal duty was that of superintendence, or, in the absence of such superintendent, of a person acting as superintendent with the authority or consent of such employer; or,

Third, The negligence of a person in the service of the employer who was in charge or control of a signal, switch, locomotive engine, *elevated train* or train upon a railroad or elevated railway; the employee, or his legal representatives, shall, subject to the provisions of the eight following sections, have the same rights to compensation and of action against the employer as if he had not been an employee, nor in the service, nor engaged in the work, of the employer.

A car which is in use by, or which is in possession of, a railroad corporation, or an *elevated car which is in use by or which is in possession of an elevated railway corporation*, shall be considered as a part of the ways, works or machinery of the corporation which uses or has it in possession, within the meaning of clause one of this section, whether it is owned by such corporation or by some other company or person. One or more cars which are in motion, whether attached to an engine or not, shall constitute a train within the meaning of clause three of this section, and whoever, as a part of his duty for the time being, physically controls or directs the movements of a signal, switch, locomotive engine, *elevated train* or train shall be deemed to be a person in charge or control of a signal, switch, locomotive engine, *elevated train* or train within the meaning of said clause.

SECTION 2. This act shall take effect upon its passage. [Approved April 21, 1908.]

CHAPTER 457.

AN ACT RELATIVE TO THE BRINGING OF ACTIONS UNDER THE EMPLOYERS' LIABILITY LAW.

Be it enacted, etc., as follows:

SECTION 1. Section seventy-three of chapter one hundred and six of the Revised Laws is hereby amended by adding at the end thereof the words:—If an action is brought under the provisions of this section by the widow of the employee, or by the next of kin, who may have such right of action, or if the

action is brought under the provisions of section seventy-one by the legal representatives, such action shall not fail by reason of the fact that it should have been brought under the other section, but may be amended so as to provide against such failure at any time prior to final judgment, — so as to read as follows:— *Section 73.* If, as the result of the negligence of an employer himself, or of a person for whose negligence an employer is liable under the provisions of section seventy-one, an employee is instantly killed, or dies without conscious suffering, his widow or, if he leaves no widow, his next of kin, who, at the time of his death, were dependent upon his wages for support, shall have a right of action for damages against the employer. *If an action is brought under the provisions of this section by the widow of the employee, or by the next of kin, who may have such right of action, or if the action is brought under the provisions of section seventy-one by the legal representatives, such action shall not fail by reason of the fact that it should have been brought under the other section, but may be amended so as to provide against such failure at any time prior to final judgment.*

SECTION 2. This act shall take effect upon its passage. [Approved April 28, 1908.

CHAPTER 476.

AN ACT RELATIVE TO VACATIONS OF MEMBERS OF POLICE DEPARTMENTS, EXCEPT IN THE CITY OF BOSTON.

Be it enacted, etc., as follows:

SECTION 1. Members of the police department of every city and town, except the city of Boston, shall be excused from duty for one day out of every thirty days, without loss of pay, except that members of the police force employed by the metropolitan park commission shall be excused from duty, without loss of pay, for a number of days in each year equal to one day in every thirty days, such days off to be assigned by the said park commission

or by the chief of the said force acting under direction of the commission. The time and the manner of excusing members of police departments from duty, in accordance with the provisions of this act, shall be determined by the chief, superintendent or other officer or board at the head of the police department. A member so excused shall be exempt from duty and from attendance at a police station or other place, but otherwise shall be subject to all laws, rules and regulations relating to members of the department to which he belongs.

SECTION 2. The chief, superintendent, or other officer or board at the head of the police department of any city or town, except the city of Boston, shall have authority, in case of any public emergency, or of any unusual demand for the services of the police in that city or town, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable. In no case shall the number of such days off be less than twelve in each calendar year, and they shall be in addition to any annual vacation now or hereafter allowed to members of the said departments, and such annual vacation shall not be diminished on account of the days off herein provided for.

SECTION 3. This act shall take effect in cities upon its passage, and in towns when accepted by a majority of the voters voting thereon by ballot at the next annual town meeting. [Approved May 1, 1908.

CHAPTER 481.

AN ACT RELATIVE TO EXPENDITURES BY THE BUREAU OF STATISTICS OF LABOR.

Be it enacted, etc., as follows:

SECTION 1. The *chief of the bureau of statistics of labor* may [annually] expend [not more than sixty-five hundred dollars to carry out the provisions of the four preceding sections] *for*

clerical assistance, special agents, and contingent expenses, including the necessary expenses in connection with the collection of statistics of manufactures and of the municipal statistics provided for by chapter two hundred and ninety-six of the acts of the year nineteen hundred and six, such amount as the general court may annually appropriate.

SECTION 2. Section nine of chapter one hundred and seven of the Revised Laws and all acts and parts of acts inconsistent with this act are hereby repealed.

SECTION 3. This act shall take effect on the first day of December in the year nineteen hundred and eight. [Approved May 1, 1908.]

CHAPTER 485.

AN ACT RELATIVE TO THE FREE EMPLOYMENT OFFICES.

Be it enacted, etc., as follows:

SECTION 1. Chapter four hundred and thirty-five of the acts of the year nineteen hundred and six is hereby amended by striking out section two and inserting in place thereof the following:—*Section 2.* The chief of [the Bureau of Statistics of Labor] *said Bureau* [is hereby authorized and directed to organize and establish within three months after the passage of this act, in the city or cities selected, a free public employment office, which office shall be provided with suitable rooms, furniture, and equipment required for the transaction of the business provided for in this act, and] shall appoint *for each of the offices provided for in section one of this act* a superintendent [and clerk for each of said offices] to discharge under [the] *his* direction [of said chief] the duties hereinafter set forth or [which] *such as* may be required by [said chief] *him*. *The said chief may also appoint an assistant superintendent and such clerks as he may deem necessary for the proper con-*

duct of the business of said employment offices. The furniture and fixtures of [the] said employment offices shall be provided [for] by the sergeant-at-arms in the manner and under the restrictions specified in section four of chapter ten of the Revised Laws for buildings or parts of buildings leased to the Commonwealth [in the city of Boston].¹ The situation of each office established under the provisions of this act shall be plainly indicated by a proper sign or signs.

SECTION 2. Said chapter is hereby further amended by striking out section three and inserting in place thereof the following:—*Section 3.* It shall be the duty of [such] *the* superintendents of the employment offices established in accordance with this act, to receive [and record in properly arranged books, devised by the bureau of statistics of labor all] applications from those seeking employment and [also] from those desiring to employ, *and to register the same in such manner as may be devised by the chief of said bureau, and to take such other action as may be deemed best by the chief of said bureau to promote the [purpose] purposes of said offices. [Such records shall show plainly in brief the qualifications of all applicants and such other facts as shall be deemed necessary by the chief of said bureau, who shall furnish to each superintendent all such record books, forms, blanks, or other stationery and postage as may be required in conducting the office. Each superintendent shall plainly indicate by a proper sign or signs the location of his office, and he shall be allowed such additional clerical assistance as the chief shall deem necessary.]*

SECTION 3. Section four of said chapter is hereby amended by adding at the end thereof the following:—*Any clerk or superintendent who directly or indirectly charges or receives any fee in the performance of his duties shall be deemed guilty of a misde-*

¹ This sentence appeared in Acts of 1907, c. 135, § 1, which was a new section amending Acts of 1906, c. 435, § 5, repealed. See section six on page 239, *post*.

meanor and shall be subject to a fine of not more than one hundred dollars or to imprisonment in the county jail for a term not exceeding thirty days. Such fine or imprisonment shall disqualify him from holding further connection with said office.¹

SECTION 4. Said chapter is hereby further amended by striking out section five and inserting in place thereof the following:—*Section 5.* [The privilege of registration shall be confined to residents of the Commonwealth. Proof of residence, when necessary, may be required from a selectman of a town or the mayor of a city.] *In registering applications for employment and for employees wanted preference shall be given to residents of the commonwealth.*

SECTION 5. Said chapter is hereby further amended by striking out section six and inserting in place thereof the following:—*Section 6.* Each superintendent shall make to the chief of said bureau [a semi-weekly report] *such reports* of [such] applications for labor or employment [as may be registered in his office, with such] *and of other details of the work of his office* as may be required by [the] said chief. The said chief shall cause [all such] reports *showing the business of the several offices* to be [printed] prepared at regular intervals and to be exchanged between the said offices, and shall supply them to the newspapers and to citizens upon request; and the several superintendents shall cause such reports to be posted in a conspicuous place in their offices so that they may be open to public inspection.

SECTION 6. Chapter one hundred and thirty-five of the acts of the year nineteen hundred and seven is hereby amended by striking out section one and inserting in place thereof the following:—*Section 1.* There shall be allowed and paid out of the treasury of the Commonwealth, upon the approval of the chief of the bureau of statistics

of labor, for salaries and for contingent expenses in connection with the establishment and maintenance of free employment offices [in certain cities in this Commonwealth, as provided by chapter four hundred and thirty-five of the acts of the year nineteen hundred and six, a sum not exceeding twenty-five thousand dollars], *as herein provided for, such sum as the General Court may annually appropriate therefor.* The annual salary of the superintendents, and of such [clerks] *clerk as may be appointed in each office to act as chief clerk or assistant superintendent* shall be fixed by the chief of said bureau, subject to the approval of the governor and council. [The furniture and fixtures of the said employment offices shall be provided for by the sergeant-at-arms, in the manner and under the restrictions specified in section four of chapter ten of the Revised Laws for buildings or parts of buildings leased to the Commonwealth in the city of Boston.]

SECTION 7. *The chief of the bureau of statistics of labor shall annually on or before the third Wednesday in January make a report to the General Court covering the work of the free employment offices established in accordance with chapter four hundred and thirty-five of the acts of the year nineteen hundred and six.*

SECTION 8. This act shall take effect upon its passage. [Approved May 1, 1908.]

CHAPTER 487.

AN ACT RELATIVE TO APPEALS FROM THE ORDERS OF THE INSPECTORS OF FACTORIES AND PUBLIC BUILDINGS OF THE DISTRICT POLICE.

Be it enacted, etc., as follows:

SECTION 1. Whoever is aggrieved by the order, requirement, or direction of an inspector [given under the provisions of this chapter] *of factories and public buildings* may, within ten days after the service thereof [apply], *appeal*

¹ Section four formerly read as follows:—No fees, direct or indirect, shall in any case be taken from those seeking the benefits of the offices herein provided for.

to a *judge* of the superior court for the county in which the building to which such order, requirement or direction relates is situated for an [injunction] *order forbidding* its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before said court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject-matter of the controversy, to examine the matter and hear the parties; and the decision of said court, or the decision in writing and under oath, of the majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters such order, requirement or direction of the *inspector*, the court shall also [enjoin] *order* the said inspector [from enforcing it] *not to enforce his order, requirement or direction* and in every case the certificate re-

quired by [section fifteen] *law* shall thereupon be issued by said court or by said experts.

SECTION 2. The court may award reasonable compensation to experts appointed under the provisions of the preceding section which, if the order, requirement or direction of the inspector is altered or annulled, shall be paid by the county in which the application for an order of the court was made; otherwise, by the applicant. [SECTION 21. If the order, requirement or direction of the inspector is affirmed by the court or the experts, costs shall be taxed against the applicant for the [injunction] *order of the court*, as in civil cases, and shall be paid into the treasury of the county in which the application for [an injunction] *such order of the court* was made.

SECTION 3. Sections nineteen and twenty of chapter one hundred and four of the Revised Laws, chapter four hundred and ninety-nine of the acts of the year nineteen hundred and seven, and all acts and parts of acts inconsistent herewith, are hereby repealed.¹

SECTION 4. This act shall take effect upon its passage. [Approved May 5, 1905.

¹ Sections 19 and 20 of Chapter 104, Revised Laws, repealed by this section, read as follows:

SECTION 19. Whoever is aggrieved by the order, requirement or direction of an inspector given under the provisions of this chapter may, within ten days after the service thereof, apply to the superior court for the county in which the building to which such order, requirement or direction relates is situated for an injunction to restrain its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before said court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject matter of the controversy, to examine the matter and hear the parties; and the decision of said court, or the decision, in writing and under oath, of the majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters such order, requirement or direction, the court shall also enjoin the said inspector from enforcing it, and in every such case the certificate required by section fifteen shall thereupon be issued by said court or by said experts.

SECTION 20. The court may award reasonable compensation to experts appointed under the provisions of the preceding section which, if the order, requirement or direction of the inspector is altered or annulled, shall be paid by the county in which the application for an injunction was made; otherwise, by the applicant.

Chapter 499, Acts of 1907, repealed by this section, read as follows:

AN ACT TO AUTHORIZE APPEALS TO THE STATE BOARD OF HEALTH FROM CERTAIN REQUIREMENTS OF THE DISTRICT POLICE.

Be it enacted, etc., as follows:

SECTION 1. In all cases where requirements are made, under authority of law, by the inspectors of the district police or by the chief of the district police in respect to heating, ventilating, plumbing or other matters, there shall be a right of appeal to the state board of health, whose decision in the matter shall be final.

SECTION 2. This act shall take effect upon its passage. [Approved June 12, 1907.

CHAPTER 489.

AN ACT TO AUTHORIZE AND TO PROVIDE
FOR THE APPROVAL OF PLANS OF COM-
PENSATION FOR INJURED EMPLOYEES.

Be it enacted, etc., as follows:

SECTION 1. Any employer of labor may submit to the State board of conciliation and arbitration a plan of compensation for employees in his employ, providing for payments to said employees in the event of injury in the course of their employment, based upon a certain percentage of the average earnings of such employees, and without reference to legal liability under the common law of the employers' liability act. After examination of such plan of compensation, and a public hearing thereon after public notice thereof, the board of conciliation and arbitration may, if it considers the same fair and just to the employees, give its approval thereof by certificate to be attached to such plan.

SECTION 2. After obtaining the approval of a plan of compensation as set forth in the foregoing section, it shall be lawful for the employer to enter into a contract with his employees by which such employees shall release the employer from liability in case of injury in the course of said employment and accept in lieu thereof the compensation provided in said plan of compensation.

SECTION 3. Either parent of any minor employee or the guardian of such minor may agree to said plan of compensation in behalf of the minor. Such agreement shall be in writing signed by the employee, or, in the case of a minor employee, by either parent or guardian, in the presence of two witnesses, of whom one shall be an employee at the time of such signature.

SECTION 4. No employer shall require as a condition of employment that any employee shall assent to any plan of compensation or in any way waive his legal right to recover damages for

an injury outside the provisions of such plan.

SECTION 5. No contract under such plan of compensation shall be binding for more than one year from the date thereof.

SECTION 6. So much of section sixteen of chapter one hundred and six of the Revised Laws as is inconsistent herewith is hereby repealed.¹

SECTION 7. This act shall take effect upon its passage. [*Approved May 5, 1908.*]

CHAPTER 543.

AN ACT TO AUTHORIZE INSURANCE COM-
PANIES DOING FIDELITY INSURANCE TO
DO LIABILITY INSURANCE BUSINESS.

Be it enacted, etc., as follows:

Companies authorized to do an insurance business under clause Third of section thirty-two of chapter five hundred and seventy-six of the acts of the year nineteen hundred and seven may also do an insurance business under clause Fifth of the said section: provided, that they possess a capital equal to the aggregate capital required of separate companies doing business under said clause Third and under said clause Fifth. [*Approved May 26, 1908.*]

CHAPTER 547.

AN ACT RELATIVE TO THE HOURS OF
LABOR OF EMPLOYEES IN THE PENAL
INSTITUTIONS OF THE COMMON-
WEALTH.

Be it enacted, etc., as follows:

SECTION 1. The hours of labor for officers, instructors, and employees of the state penal institutions shall not exceed sixty in each week; and every officer, instructor or employee whose duties require his presence at the institution seven days a week shall be given at least two days vacation in each month, which shall be in addition to the regular annual vacation and without loss of pay. Nothing in this section shall prevent the

¹ Section 16 reads as follows: "No person shall, by a special contract with his employees, exempt himself from liability which he may be under to them in their employment and resulting from the negligence of the employer or of a person in his employ."

warden or superintendent, respectively, from requiring the services of all his officers, instructors and employees to assist in recapturing an escaped prisoner, or in any case of extraordinary emergency involving danger to property, to life, to public safety or to public health.

SECTION 2. There may be employed at the state prison, the Massachusetts reformatory, and the reformatory prison for women, such officers in addition to the number now allowed by law as the prison commissioners shall consider necessary to carry out the purpose of this act.

SECTION 3. This act shall take effect on the first day of December in the year nineteen hundred and eight. [Approved May 27, 1908.]

CHAPTER 553.

AN ACT TO LIMIT THE ASSUMPTION OF RISK BY AN EMPLOYEE OF A RAILROAD CORPORATION.

Be it enacted, etc., as follows:

SECTION 1. Section one hundred and sixty-seven of Part II of chapter four hundred and sixty-three of the acts of the year nineteen hundred and six is hereby amended by adding at the end thereof the words:—An employee of a railroad corporation who is injured by any locomotive, car or train by reason of the negligence of any other employee of the corporation shall not be deemed to have assumed the risk of such injury,—so as to read as follows:—*Section 167.* An employee of a railroad corporation who is injured by any locomotive, car or train which is used contrary to the provisions of sections one hundred and fifty-nine, one hundred and sixty-one, one hundred and sixty-two and one hundred and sixty-three, shall not be deemed to have assumed the risk of such injury, although he continues in the employment of such corporation after the unlawful use of such locomotive, car or train has been brought to his knowledge. *An employee of a railroad corporation who is injured by any locomotive,*

car or train by reason of the negligence of any other employee of the corporation shall not be deemed to have assumed the risk of such injury.

SECTION 2. This act shall take effect upon its passage. [Approved May 28, 1908.]

CHAPTER 563.

AN ACT RELATIVE TO THE OPERATION AND INSPECTION OF STEAM BOILERS.

Be it enacted, etc., as follows:

SECTION 1. Section one of chapter four hundred and sixty-five of the acts of the year nineteen hundred and seven is hereby amended by striking out the words "of construction", in the twenty-second line, so as to read as follows:—

Section 1. All steam boilers and their appurtenances, except boilers of railroad locomotives, motor road vehicles, boilers in private residences, boilers in public buildings and in apartment houses used solely for heating, and carrying pressures not exceeding fifteen pounds per square inch, and having less than four square feet of grate surface, boilers of not more than three horse power, boilers used for horticultural and agricultural purposes exclusively, and boilers under the jurisdiction of the United States, shall be thoroughly inspected internally and externally at intervals of not over one year, and shall not be operated at pressures in excess of the safe working pressure stated in the certificate of inspection hereinafter mentioned, which pressure is to be ascertained by rules established by the board of boiler rules, to be appointed as hereinafter provided; and shall be equipped with such appliances to insure safety of operation as shall be prescribed by said board. All such boilers installed after January first, nineteen hundred and eight, shall be so inspected when installed. No certificate of inspection shall be granted on any boiler installed after May first, nineteen hundred and eight, which does not conform to the rules [of construction] formulated by the board of boiler rules.

SECTION 2. Section eighteen of said chapter four hundred and sixty-five is

hereby amended by striking out the words "of construction", in the eleventh line, so as to read as follows:— *Section 18.* No insurance company shall issue a policy of insurance on a steam boiler for a longer period than three years. If a boiler is insured which has not previously been inspected externally and internally and a certificate of inspection issued, the company so insuring shall forthwith notify the chief of the boiler inspection department of the district police to that effect, and shall inspect such boiler internally and externally within one month after the insurance is effected. No insurance shall be effected on any boiler installed after May first, nineteen hundred and eight, which does not conform to the rules [of construction] formulated by the board of boiler rules. [*Approved June 1, 1908.*]

CHAPTER 566.

AN ACT RELATIVE TO THE USE OF THE CINEMATOGRAPH.

Be it enacted, etc., as follows:

SECTION 1. No cinematograph, or similar apparatus involving the use of a combustible film more than ten inches in length, shall be kept or exhibited on the premises of a public building, place of public assemblage, or place used for entertainment, whether such premises are licensed or not licensed for entertainments, unless the district police have inspected and approved such cinematograph or other similar apparatus, and have placed thereon a numbered metal tag, nor until such precautions against fire as the district police may specify have been taken by the owner, user or exhibitor of such cinematograph or other similar apparatus. In addition, in the city of Boston the location of the cinematograph or other similar apparatus and of any booth or structure surrounding said apparatus shall be approved by the building commissioner, who may order such additional precautions against fire as he may deem necessary.

SECTION 2. The district police are

hereby empowered and directed to inspect any cinematograph or other similar apparatus involving the use of a combustible film more than ten inches in length which is used or kept on premises designated in section one, and to make such rules and regulations as they may deem necessary for the safe use of such apparatus.

SECTION 3. Any person keeping, using or exhibiting a cinematograph or other similar apparatus contrary to the provisions hereof, or in violation of any rule or regulation made by the district police, or, in the city of Boston, in violation of any regulation or requirement made by the commissioner of buildings, in accordance with the provisions hereof, shall be punished by a fine of not less than twenty-five nor more than five hundred dollars.

SECTION 4. No person shall exhibit or operate any cinematograph or similar apparatus involving the use of a combustible film more than ten inches in length until he has received a license so to do from an inspector of the district police. The fee for the license shall be three dollars. The license shall be for the term of one year from the date thereof, but may be renewed yearly without examination, upon the payment of a fee of one dollar. The license may be revoked at any time by any member of the district police, but the person whose license is so revoked may appeal to the chief of the district police, whose decision in the matter shall be final. No such license shall be granted until the applicant has passed an examination, similar to that required of applicants for engineers' licenses, proving him to be thoroughly skilled in the working of the mechanical and electrical apparatus or devices used in the operation of a cinematograph or similar apparatus, as hereinbefore defined. No cinematograph or similar apparatus as aforesaid shall be operated by oxy-hydrogen gas, so-called, or by lime light.

SECTION 5. When a licensee under this act desires to have an assistant he shall register the name, age, address and

personal description of such assistant, on a form prepared for the purpose by the chief of the district police, and thereupon the said chief may issue a permit allowing such person to be employed as an assistant to rewind or repair moving picture films or apparatus, and to assist the licensee in the booth or other place where the moving picture is operated, but such person shall not himself operate or handle any moving picture machine. No person under the age of eighteen years shall act as such assistant.

SECTION 6. All licenses heretofore issued for the operation of any cinematograph or similar moving picture machine hereinbefore defined shall expire sixty days after the passage of this act.

SECTION 7. All acts and parts of acts inconsistent herewith are hereby repealed. [*Approved June 1, 1908.*]

CHAPTER 569.

AN ACT TO INCORPORATE THE FRANKLIN FOUNDATION.

Be it enacted, etc., as follows:

SECTION 1. George A. Hibbard, Charles W. Duane, Alexander K. MacLennan, Charles E. Park, Richard Olney, William Endicott, Nathan Matthews, Charles T. Gallagher, James J. Storrow, Frank K. Foster, and two other persons to be appointed by the supreme judicial court for the county of Suffolk, being the present board of managers of the gift of one thousand pounds sterling and its accumulations to the town of Boston under the codicil to the will of Benjamin Franklin, and their successors in office, are hereby made a corporation by the name of The Franklin Foundation; and they and their successors in office shall continue a body corporate for the purposes hereinafter set forth, with all the powers and privileges and subject to all the duties, restrictions, and liabilities, not inconsistent with the terms of said codicil, which are conferred and prescribed by all general laws now or hereafter in force relating to such corporations. The members of said

corporation shall be the mayor of the city of Boston for the time being, the ministers for the time being of the oldest Episcopalian, Congregational, and Presbyterian churches in Boston, and eight other virtuous and benevolent citizens of the class designated in said codicil as defined by the decree of the supreme judicial court for Suffolk county entered March sixteenth, nineteen hundred and four, in the suit entitled City of Boston by Patrick A. Collins, Mayor, and George U. Crocker, City Treasurer, complainants, against James H. Doyle and others, respondents, being numbered 799 on the docket of said court. If, at any time, any vacancy occurs through death, resignation, inability or unfitness to act, or for other cause, in the class of eight virtuous and benevolent citizens of Boston, it shall be the duty of said corporation to apply by petition to said court to fill such vacancy; and in such case the appointee or appointees of said court shall become members of said corporation. Any of said eight members may be removed by said court for any cause for which any members of the present board of managers of said gift might be removed.

SECTION 2. Said corporation shall be deemed a board or department of the city of Boston, and shall on behalf of the said city have the sole care, custody, management, and control of the industrial school established by the present board of managers of Franklin's gift, and known as the Franklin Union, as an independent industrial school; shall appoint and fix the compensation of such instructors, officers, and subordinates as it may think necessary for the proper management and operation of the institution, and may remove the same; and shall expend in accordance with the purposes thereof any money heretofore or hereafter paid or contributed to the city or to the corporation hereby established for the maintenance of the said institution, and the income of any fund heretofore or hereafter given to the city or to the corporation hereby established, for the benefit of the

said institution, such expenditures to be made by said corporation in conformity with the will, deed of gift, or other legally expressed purpose of the donor, so far as the same may legally be done; and shall have control and charge of the expenditure of all moneys appropriated by said city for the maintenance of the institution.

SECTION 3. Said corporation shall also have the custody, management, and control of that part of Franklin's gift which is now accumulating for the second hundred years under the terms of said codicil; but the legal title thereof shall continue to be in the city of Boston.

SECTION 4. The legal title to the property now constituting said Franklin Union, and to that part of said gift which the present managers of the same have appropriated and set apart to be laid out in the establishment of said Franklin Union, and the legal title to any fund or other property already given to the city of Boston for the establishment, maintenance, or benefit of said Franklin Union, shall remain in the city of Boston; but the corporation hereby established shall have authority hereafter to hold the legal title to and apply any real or personal estate hereafter given, granted, bequeathed, or devised to and accepted by it for the maintenance, extension, or otherwise for the benefit of said Franklin Union, and shall have authority to invest and reinvest such real and personal estate in securities in which funds of savings banks of this Commonwealth may by law be invested, and to sell such securities and invest and reinvest the proceeds of such sale or sales. If after the completion, equipment, and furnishing of said Franklin Union, any surplus remains over of that part of Franklin's gift now available to be laid out under the terms of said codicil, said corporation may invest the same and apply the income thereof toward the maintenance of said Franklin Union, the legal title to said surplus to remain in the city of Boston.

SECTION 5. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 6. This act shall take effect upon its passage. [*Approved June 1, 1908.*]

CHAPTER 572.

AN ACT RELATIVE TO THE COMMISSION ON INDUSTRIAL EDUCATION.

Be it enacted, etc., as follows:

SECTION 1. The term of the commission on industrial education established by chapter five hundred and five of the acts of the year nineteen hundred and six is hereby extended from three years to five years.

SECTION 2. The governor, by and with the consent of the council, shall appoint a woman as an additional member of the commission.

SECTION 3. The commission shall have all necessary powers in the conduct and maintenance of independent industrial schools, and money appropriated by the Commonwealth or by municipalities for their maintenance shall be expended under its direction or with its approval. Any city or town may also establish independent industrial schools in charge of a board of trustees which shall have authority to provide and maintain such schools. Such schools, if approved by the commission on industrial education as to location, courses and methods of instruction, shall receive reimbursement as provided in section four of said chapter five hundred and five.

SECTION 4. Any resident of Massachusetts may, with the approval of the commission on industrial education, attend an independent industrial school, as provided for in this act, located in any city or town other than that in which he resides, provided there is no such school supported in whole or in part by the city or town in which he resides, upon payment by the city or town of his residence of such tuition fee as may be fixed by said commission; and the Commonwealth shall repay to any city or town one half of all such payments. If any city or town neglects or refuses to pay for such tuition, it shall be liable therefor, in an action of contract, to the legally constituted

authorities of the school which the pupil attended under the approval of said commission.

SECTION 5. All acts and parts of acts inconsistent herewith are hereby repealed. [*Approved June 2, 1908.*]

CHAPTER 587.

AN ACT RELATIVE TO THE COMPENSATION OF EMPLOYEES OF THE CITY OF BOSTON.

Be it enacted, etc., as follows:

SECTION 1. Chapter two hundred and ten of the acts of the year nineteen hundred and eight¹ is hereby amended by adding thereto the following new section:—*Section 5.* Nothing in this act shall be construed as making it unlawful to certify as days of employment holidays, half-holidays or vacation, authorized by the mayor and city council, although no labor or services are performed thereon.

SECTION 2. This act shall take effect upon its passage. [*Approved June 5, 1908.*]

CHAPTER 589.

AN ACT TO PROVIDE FOR THE PAYMENT OF PENSIONS TO TEACHERS IN THE PUBLIC DAY SCHOOLS OF THE CITY OF BOSTON.

Be it enacted, etc., as follows:

SECTION 1. The school committee of the city of Boston shall forthwith establish a permanent school pension fund for the payment of pensions as hereinafter set forth to the members of the teaching or supervising staff of the public day schools of the said city at a rate not exceeding one hundred and eighty dollars a year.

SECTION 2. The care and investment of said fund and of any gifts or legacies thereto are hereby vested in a board of three trustees, of whom one shall be the chairman of the board of commissioners of sinking funds of the city of Boston, ex officio, and another shall be chosen by said school committee, and the third shall be chosen by the board of

trustees of the Teachers' Retirement Fund in the city of Boston, established under the provisions of chapter two hundred and thirty-seven of the acts of the year nineteen hundred. The said trustees shall serve without compensation. At the first regular meeting of the school committee of the city of Boston, after the adoption of this act, and in each fifth year thereafter, at one of the regular June meetings, or at some subsequent regular meeting of the said committee, it shall elect one member of the said board of trustees who shall hold office for the term of five years beginning with the first day of July in the year of his election. The board of trustees of the said Teachers' Retirement Fund shall elect one of the trustees of the said permanent school pension fund for the term of four years beginning with the first day of July of the current year, and shall, at the expiration of such term and in each fifth year thereafter, elect a member of said board of trustees for the term of five years beginning with the first day of July in the year of his election. Every such trustee shall subscribe, in a book kept for that purpose in the office of the city clerk in said city, a statement that he accepts the said office subject to the provisions of this act, and any elected member of said board of trustees whose term of office has expired shall continue to serve as a member of said board until his successor is duly elected and qualified. In case of a vacancy in the elected members of said board of trustees by reason of death, resignation or other cause, the body which elected the person whose place thus becomes vacant shall fill the vacancy by an election for the unexpired term.

SECTION 3. Said board of trustees shall have charge and control of said permanent school pension fund and of all amounts contributed thereto, and shall invest and reinvest the same in securities in which the funds of savings banks in the Commonwealth of Massachusetts may by law be invested, ex-

¹ See page 252 *ante*.

cepting personal securities, and said trustees may, from time to time, sell such securities and shall invest and reinvest the proceeds thereof, and any and all unappropriated income of said pension fund. The city treasurer of said city shall be the custodian of all securities and money belonging to the said permanent school pension fund and shall be responsible for the safe custody thereof; shall, whenever any of such securities are sold by the said trustees for the purpose of reinvestment, deliver the securities so sold upon receiving the proceeds thereof; shall, on such conditions and at such rates of interest as the trustees may approve, deposit temporarily in national banks doing business in Boston, or in trust companies organized under the laws of this Commonwealth and doing a banking business in Boston, any money belonging to said fund which, in the opinion of the said trustees, it is inexpedient for the time being to invest in securities authorized by this act; and shall forthwith invest any money belonging to said pension fund in such securities authorized by this act as the said trustees may direct, and upon such terms as they may specify. The said trustees shall keep a record of their proceedings, and shall annually on the first day of February, or as soon thereafter as may be, make a written report to the school committee of the amount and condition of said fund and of the income thereof for the preceding municipal financial year, as established from time to time by said city. Their records and the securities belonging to said fund shall at all times be subject to the inspection of the school committee. The secretary of the school committee shall be the secretary of the said board of trustees and shall have the custody of all records, documents and papers belonging to them. The expense of such additional clerical assistance as may be needed in the office of said secretary for the purposes of this act shall be paid from the annual appropriations for the expenses hereinafter provided for.

SECTION 4. In addition to the amount

which the school committee is now authorized by law to appropriate for the support of the public schools of the city, and for other purposes, it shall annually appropriate for the purposes contemplated by this act, and in the same manner in which it makes appropriations for other school purposes, the sum of five cents upon each one thousand dollars of the valuation on which the appropriations of the city council of the city are based, and shall from time to time pay to the treasurer of the permanent pension fund such portions of the proceeds of said five cents upon each one thousand dollars of the valuation aforesaid as, in the opinion of the school committee, will not be needed for the purpose of paying pensions to teachers during that year.

SECTION 5. Section fifty-four of chapter twelve of the Revised Laws is hereby amended by striking out the words "ten and one half dollars", in the twentieth line, and inserting in place thereof the words:—ten dollars and fifty-five cents,—so as to read as follows:—*Section 54.* The taxes assessed on property exclusive of the state tax, county tax and sums required by law to be raised on account of the city debt shall not in any year exceed twelve dollars in any city on every one thousand dollars of the assessors' valuation of the taxable property therein for the preceding year, said valuation being first reduced by the amount of all abatements allowed thereon previous to the thirty-first day of December in the year preceding said assessment, subject to the following provisions:—If the city council of a city which contains less than one hundred thousand inhabitants according to the last preceding national or state census so determines, the average of the assessors' valuation of the taxable property therein for the preceding three years, said valuation for each year being first reduced by the amount of all abatements allowed thereon previous to the thirty-first day of December in the year preceding said assessment, shall be used to determine said limit of taxation instead of said assessors' valuation of the

preceding year. In the city of Boston, and in all cities which contain one hundred thousand inhabitants or more according to the census aforesaid, said average shall be so used. In the city of Boston, said taxes shall not exceed [ten and one half dollars] *ten dollars and fifty-five cents* instead of twelve dollars as aforesaid. Any order or appropriation requiring a larger assessment than is herein limited shall be void. The provisions of this section shall not affect any existing exemption from the operation of the corresponding provisions of earlier laws.

SECTION 6. The total amount of pensions payable hereunder in any one year shall not exceed the proceeds of the said five cents upon each one thousand dollars of the valuation aforesaid, together with the income accruing during that year from the investment of the permanent pension fund.

SECTION 7. The school committee of said city, by a majority vote of all of its members, may retire with a pension any member of the teaching or supervising staff of the public day schools of the city of Boston who, in the opinion of said committee, is mentally or physically incapacitated for further efficient service, subject however to the limitations hereinafter set forth. If the person so retired has attained the age of sixty-five years or has been engaged in teaching or supervising in the public day schools for a period aggregating thirty years, twenty of which shall have been in the public day schools of the city of Boston, such person shall be paid a pension at the rate of one hundred and eighty dollars per annum. If a person so retired shall be less than sixty-five years of age and shall have been engaged in teaching or supervising in the public day schools in Boston and elsewhere for a period aggregating less than thirty years, the annual pension paid to such person shall be such percentage of one hundred and eighty dollars as the total number of years of service of such person is of thirty years:

provided, however, that if the annual pension of such person so determined shall be a larger percentage of one hundred and eighty dollars than the number of years which such person has taught in the public day schools in the city of Boston is of twenty years, then the annual pension paid to such person shall be such percentage of one hundred and eighty dollars as that person's length of service in the public day schools of said city is of twenty years; and provided, further, that the pension of any teacher retired under the provisions of this act shall terminate if and when, in the judgment of the school committee, the person's incapacity shall have ceased. In determining the aggregate length of service of any person retired in accordance with the provisions of this act any period of leave of absence under salary shall be considered as equivalent to an equal amount of actual teaching service. The city treasurer of the city shall pay pensions to teachers retired under this act in accordance with monthly payrolls prepared and certified to by the school committee.

SECTION 8. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 9. This act shall take effect upon its acceptance by the city council of the city of Boston, with the approval by the mayor.¹

[The foregoing was laid before the Lieutenant Governor, Acting Governor, on the twenty-ninth day of May, 1908, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.]

CHAPTER 601.

AN ACT TO PROVIDE FOR RETIRING AND PENSIONING PRISON OFFICERS.

Be it enacted, etc., as follows:

SECTION 1. The prison commissioners may, with the approval of the governor and council, retire from active prison

¹ This act was accepted by the city council of the city of Boston on June 19, 1908, and approved by the mayor on June 22, 1908.

service and place upon a pension roll, any officer of the state prison, or of the Massachusetts reformatory, or of the state farm, or of the reformatory prison for women, or of any jail or house of correction, who has attained the age of sixty-five years or over, and who has been employed in prison service in Massachusetts, with a good record for not less than twenty years; or who, without fault of his own, has become permanently disabled by injuries sustained in the performance of his duty; or who has performed faithful prison service for not less than thirty years: provided, however, that no officer of the state farm shall so be retired except upon the recommendation of the trustees of that institution; and provided, further, that no officer of any jail or house of correction shall so be retired except upon the recommendation of the sheriff and county commissioners of the county, except in the county of Suffolk, that, where the recommendation, as to officers of the jail, shall be made by the sheriff, and the mayor of the city of Boston, and, as to the officers of the house of correction, by the penal institutions commissioner, and the mayor of the city of Boston.

SECTION 2. The words "prison service", as used in section one of this act, shall be construed to mean service in the state prison, the Massachusetts reformatory, the state farm, the reformatory prison for women, or in any jail or house of correction in Massachusetts; and an officer of one of the said institutions shall, for the purposes of this act, be credited with all the time which he has served as an officer, with a good record, in any of them. The words "good record" shall be construed to mean that the officer has not been discharged for misconduct from any of said institutions, or that, if so discharged, it was afterward found that he was not at fault; and the restoration to duty or reappointment in the institution from which he was discharged shall be sufficient evidence for the exoneration of any officer.

SECTION 3. An officer who is retired,

as provided in this act, shall be allowed a pension equal to one half of the salary which he was receiving at the time of his retirement. The pension, in the case of an officer of the state prison, Massachusetts reformatory, state farm, or reformatory prison for women, shall be paid in monthly installments from the treasury of the Commonwealth; and in the case of an officer of a jail or house of correction, the pension shall be paid in monthly installments from the county treasury.

SECTION 4. This act shall take effect upon its passage.

[The foregoing was laid before the Lieutenant Governor, Acting Governor, on the third day of June, 1908, and after five days it had "the force of a law", as prescribed by the Constitution, as it was not returned by him with his objections thereto within that time.]

CHAPTER 605.

AN ACT TO REGULATE FURTHER THE BUSINESS OF MAKING SMALL LOANS.

Be it enacted, etc., as follows:

SECTION 1. No person, firm or corporation shall engage in the business of making small loans of two hundred dollars or less upon which a rate of interest greater than twelve per cent per annum is charged, and for which no security, other than a note or contract with or without an endorser is taken, without first obtaining a license for carrying on such business in the city or town in which the business is to be transacted. Such licenses may be granted in Boston by the police commissioner, in other cities by the mayor and aldermen, and in towns, by the selectmen.

SECTION 2. The licensing officer or board shall from time to time establish regulations respecting the business carried on by the persons so licensed and the rate of interest to be charged by them, having due regard to the amount of the loan and the time for which it is made; and no licensee shall charge or receive upon any loan a greater rate of interest than that fixed by the licensing officer or board.

SECTION 3. In the case of a loan to which the provisions of section one apply, an amount not exceeding two dollars if the loan does not exceed twenty-five dollars, not exceeding ten dollars if the loan exceeds one hundred dollars, not exceeding three dollars if the loan exceeds twenty-five dollars but does not exceed fifty dollars, and not exceeding five dollars if the loan exceeds fifty dollars but does not exceed one hundred dollars, may, if both parties to the loan so agree, be paid by the borrower or added to the debt, and taken by the lender as the expense of making the loan, and such amount shall not be counted as part of the interest on the loan. A greater amount than that above specified shall not be taken for such purpose, and any money paid, promised or taken in excess of such amount shall be deemed to be interest.

SECTION 4. Whoever not being duly licensed as provided in section one, on his own account or on account of any other person, firm or corporation, not so licensed, engages in or carries on directly or indirectly, either separately or in connection with or as a part of any other business, the business of making loans to which the provisions of section one apply, shall be punished by a fine of not more than three hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

SECTION 5. The licensing officer or board may revoke the license granted in accordance with the provisions of section one, of any person guilty of a violation of its terms, or of the regulations established by said officer or board and governing said business.

SECTION 6. National banks, all banking institutions which are under the supervision of the bank commissioner, and loan companies and loan associations established by special charter and placed under said supervision, shall be exempt from the provisions of this act.

SECTION 7. No assignment of, or order for, wages to be earned in the fu-

ture to secure a loan of less than two hundred dollars, shall be valid against an employer of the person making said assignment or order until said assignment or order is accepted in writing by the employer, and said assignment or order, and the acceptance of the same have been filed and recorded with the clerk of the city or town where the party making said assignment or order resides, if a resident of the Commonwealth, or in which he is employed, if not a resident of the Commonwealth.

SECTION 8. No such assignment of, or order for, wages to be earned in the future shall be valid, when made by a married man, unless the written consent of his wife to the making of such assignment or order is attached thereto.

SECTION 9. All acts and parts of acts inconsistent herewith are hereby repealed.

SECTION 10. This act shall take effect on the first day of September in the year nineteen hundred and eight. [*Approved June 11, 1908.*]

CHAPTER 619.

AN ACT MAKING AN APPROPRIATION FOR THE MAINTENANCE OF INDUSTRIAL SCHOOLS IN CERTAIN CITIES OF THE COMMONWEALTH.

Be it enacted, etc., as follows:

SECTION 1. A sum not exceeding six thousand dollars is hereby appropriated, to be paid out of the treasury of the Commonwealth from the ordinary revenue, for meeting the Commonwealth's proportion of the cost of maintenance of independent industrial schools in certain cities, under the authority of chapter five hundred and five of the acts of the year nineteen hundred and six; payments under this act to be made only upon evidence satisfactory to the auditor of the Commonwealth that the provisions of law in regard thereto have been complied with.

SECTION 2. This act shall take effect upon its passage. [*Approved June 12, 1908.*]

CHAPTER 645.

AN ACT RELATIVE TO THE HOURS OF
LABOR OF WOMEN AND MINORS.*Be it enacted, etc., as follows:*

SECTION 1. Section twenty-four of chapter one hundred and six of the Revised Laws, as amended by chapter four hundred and thirty-five of the acts of the year nineteen hundred and two, is hereby amended by striking out the word "fifty-eight", in the eighth line, and inserting in place thereof the word:—fifty-six,—and also by inserting after the word "week", in said line, the following:—except that in any such establishment where the employment is by seasons, the number of such hours in any week may exceed fifty-six, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-six hours a week for the whole year, excluding Sundays and holidays,—so as to read as follows:—*Section 24.* No child under eighteen years of age and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed [fifty-eight] *fifty-six* in a week, *except that in any such establishment where the employment is by seasons, the number of such hours in any week may exceed fifty-six, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-six hours a week for the whole year, excluding Sundays and holidays.* Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time allowed for meals begins

and ends or, in the case of establishments exempted from the provisions of sections thirty-six and thirty-seven, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the chief of the district police, after approval by the attorney-general. The employment of such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which he was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the chief of the district police or to an inspector of factories and public buildings.

SECTION 2. This act shall take effect on the first day of January in the year nineteen hundred and ten. [*Approved June 13, 1908.*]

CHAPTER 650.

AN ACT RELATIVE TO THE WEEKLY PAYMENT OF WAGES TO PUBLIC EMPLOYEES.

Be it enacted, etc., as follows:

SECTION 1. Section sixty-two of chapter one hundred and six of the Revised Laws, as amended by chapter four hundred and twenty-seven of the acts of the year nineteen hundred and six, and by chapter one hundred and ninety-three of the acts of the year nineteen hundred and seven, is hereby further amended by inserting after the word "them", in the seventeenth line, the words:—and every person employed by it or them in any penal or charitable institution,—so as to read as follows:—*Section 62.* Every manufacturing, mining, or quarrying, mercantile, railroad, street railway, telegraph or tele-

phone corporation, every incorporated express company or water company, and every contractor, person or partnership engaged in any manufacturing business, in any of the building trades, in quarries or mines, upon public works or in the construction or repair of railroads, street railways, roads, bridges or sewers, or of gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, or being discharged from such employment, shall be paid in full on the following regular pay day; and the Commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, *and every person employed by it or them in any penal or charitable institution*, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. The provisions of this section shall not apply to an employee of a co-operative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly. The board of railroad commissioners, after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the board that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following section. Whoever violates the provisions of this section shall be punished by a

fine of not less than ten nor more than fifty dollars.

SECTION 2. This act shall take effect upon its passage. [*Approved June 13, 1908.*]

CHAPTER 210.

AN ACT TO PROVIDE THAT ALL PAY-ROLLS, BILLS AND ACCOUNTS FOR SALARY OR COMPENSATION OF PERSONS IN THE SERVICE OR EMPLOYMENT OF THE CITY OF BOSTON SHALL BEAR THE CERTIFICATE OF THE CIVIL SERVICE COMMISSION.

Be it enacted, etc., as follows:

SECTION 1. It shall be unlawful for the treasurer or other fiscal officer of the city of Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay-roll, bill, or account for such salary or compensation shall bear the certificate of the civil service commission, or its authorized agent, that the persons named in such pay-roll, bill or account, have been appointed, employed, transferred, or promoted in accordance with the civil service law and rules so far as the same are applicable, or in case of doubt, that the commission authorizes the payment of such salary or compensation for the time being.

SECTION 2. Every such pay-roll, bill or account, before the certificate of the civil service commission or its authorized agent is affixed thereto, shall be sworn to by the head of the department, or by the person who is immediately responsible for the appointment, employment, promotion or transfer, of the persons named therein, and shall contain the following information:—First, full name of each employee; second, title of his office, or specific nature of the labor that he was originally engaged to perform; third, kind of work in which he has actually been employed since the submission of the last previous pay-roll; fourth, salary, wages or other compensation; fifth, date or dates of employment; sixth, the civil service number of such employee if he has been employed after certification under the civil service law and rules.

SECTION 3. Any person who is enti-

tled to receive the certificate of the civil service commission to the treasurer as having been appointed, employed, transferred or promoted in accordance with the civil service law and rules, and who is refused such certificate, and any person who has so been certified and whose name has illegally been removed from a pay-roll by reason of suspension or discharge by any officer or board in charge of a department, may file a petition in the form of mandamus in the superior or supreme judicial court to compel the

officer or board in charge of such department to reinstate such person, or to compel the civil service commission to issue such certificate.

SECTION 4. Each appointing, employing, or other officer, or in case of a board, each member thereof, who wilfully refuses or neglects to comply with the provisions of this act shall be punishable by a fine of not less than twenty-five nor more than one hundred dollars for each offense. [*Approved March 14, 1908.*]

INDEX OF BILLS AND LAWS RELATING TO LABOR WHICH WERE ACTED UPON AT THE LEGISLATIVE SESSION OF 1908.

CHILD LABOR.

Employment of Children of Specified Ages in Certain Industries Prohibited.

SENATE No. 172. Relative to the age and schooling certificates of minors under 16 years of age. Referred to Committee on Education; reported leave to withdraw.

HOUSE No. 227. Relative to the employment of young persons on the public streets and in public resorts. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 547. Relative to the sale of articles by minors. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 677. Relative to the employment of children under 14 years of age. Referred to Committee on Labor; reported, House No. 1598.

HOUSE No. 678. Relative to the employment of children under 16 in factories, workshops, and mercantile establishments. Referred to Committee on Labor; reported leave to withdraw.

HOUSE No. 1598. Relative to the employment of children under 14 years of age. Referred to Committee on Labor; rejected by House.

Hours of Labor.

HOUSE No. 396. Relative to the hours of labor of minors under 16 years of age. Referred to Committee on Labor; reported leave to withdraw.

HOUSE No. 675. To provide for the reduction of the hours of work in a week for women and children from 58 to 54. Referred to Committee on Labor; reported, House No. 1597.

HOUSE No. 851. To provide that 54 hours shall constitute a week's work for women and minors in mechanical and manufacturing establishments. Referred to Committee on Labor; reported, House No. 1597.

HOUSE No. 1597. Relative to the hours of labor of women and minors. Referred to Committee on Labor; amended by Senate; approved June 13; chapter 645.

HOURS OF LABOR.

Railway Employees.

HOUSE No. 760. Relative to the hours of labor of employees of street railway companies. Referred to Committee on Street Railways; reported leave to withdraw.

Public Employees.

SENATE No. 56. To provide that certain police officers shall be excused from duty one day out of every 15 days. Referred to Committee on Cities; reported, House No. 1414.

SENATE No. 321. Relative to the vacations of engineers, firemen, and oilers employed by the Metropolitan Water and Sewerage Board. Referred to Committee on Public Service; rejected by Senate.

HOUSE No. 207. To provide that members of the Police Department of the City of Cambridge shall have one day off in every 15 days. Referred to Committee on Cities; reported, House No. 1414.

HOUSE No. 468. To provide that certain police officers shall be excused from duty one day out of every 30 days. Referred to the Committee on Cities; reported, House No. 1414.

HOUSE No. 580. To provide for registering the hours of labor of certain State employees. Referred to Committee on Public Service; reported leave to withdraw.

HOUSE No. 676. Relative to hours of labor. Referred to Committee on Labor, then to Committee on Ways and Means which reported new draft House No. 1731; passed by House. Referred to next session of Legislature by Senate.

HOUSE No. 741. Relative to the vacations of engineers, firemen, and oilers employed by the Metropolitan Water and Sewerage Board. Referred to Committee on Public Service; reported, Senate No. 321.

HOUSE No. 1021. Relative to the hours of labor of laborers, workmen, and mechanics. Referred to Committee on Labor; reported leave to withdraw. Substituted House No. 1413.

HOUSE No. 1413. Relative to employees

in penal institutions. Substituted for report (leave to withdraw) of Committee on Labor on House No. 1021. Referred to Committee on Ways and Means; reported new draft, House No. 1600.

HOUSE No. 1414. Relative to vacations of members of police departments, except in the City of Boston. New bill reported by Committee on Cities to whom were referred the following bills: Senate No. 56, House No. 207, and House No. 468; amended in Senate; approved May 1; chapter 476.

HOUSE No. 1600. Relative to the hours of labor of employees in the penal institutions of the Commonwealth. New draft of House No. 1413 by Committee on Ways and Means; approved May 27; chapter 547.

Wages of Public Employees.

SENATE No. 203. Relative to the wages of laborers and payment for double teams employed in the Metropolitan Park System. Referred to Committee on Metropolitan Affairs; reported leave to withdraw.

HOUSE No. 1639. Relative to the compensation of employees of the City of Boston. New bill reported by Committee on Cities to whom was referred House No. 1565; approved June 5; chapter 587.

REGULATION OF INDUSTRIAL ESTABLISHMENTS, ETC.

Factories and Workshops.

HOUSE No. 240. Relating to appeals from the orders of the inspectors of factories and public buildings of the district police. Referred to Committee on Labor; reported ought not to pass; rejected by House.

HOUSE No. 273. To define the powers and duties of the inspectors of factories and public buildings. Referred to Committee on Mercantile Affairs; amended by House; approved April 11; chapter 389.

HOUSE No. 1046. To provide that violations of the factory laws shall be reported to the district police. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

HOUSE No. 1051. Relative to the use of stagings, derricks, and other like apparatus. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

HOUSE No. 1439. Relative to appeals

from the orders of the inspectors of factories and public buildings of the District Police (Bill as reported by Committee on Labor). Referred to Committee on Counties; approved May 5, chapter 487.

Boilers, etc.

SENATE No. 351. Relative to the operation and inspection of steam boilers. Referred to Committee on Mercantile Affairs; approved June 1; chapter 563.

HOUSE No. 343. Relative to the care of engines and boilers in State, county, and municipal institutions. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

HOUSE No. 423. To provide for investigation work and apparatus, and for maintenance expenses in the boiler inspection department of the district police. Referred to Committee on Mercantile Affairs; approved March 14; chapter 36, Resolves.

HOUSE No. 562. Relative to the fees for the inspection of boilers by the district police. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

HOUSE No. 563. Relative to the board of boiler rules. Referred to Committee on Mercantile Affairs; reported leave to withdraw; accepted by House; reconsidered; referred to Committee on Ways and Means; reported new draft, House No. 1505.

HOUSE No. 1505. Relative to the Board of boiler rules. New draft of House No. 563 by Committee on Mercantile Affairs; referred to House Committee on Ways and Means, which reported ought not to pass; bill rejected by House.

Factory Inspectors.

SENATE No. 220. Relative to the age limit for appointment as a member of the inspection department of the district police. Referred to Committee on Public Service; referred to next session of Legislature; accepted by House; amended in Senate by substituting Senate No. 288.

SENATE No. 288. Relative to the age limit for appointment as a member of the building inspection department of the district police. Substituted, by Senate, for report (reference to next session of Legislature) of House Committee on Public Service; approved April 8; chapter 375.

HOUSE No. 577. To establish the sal-

aries and more clearly to define the duties of the female members of the inspection department of the district police. Referred to Committee on Public Service; reported, House No. 1547.

HOUSE No. 1547. To define the duties of the female members of the inspection department of the district police. New bill reported by Committee on Public Service instead of House No. 577. Amended by Committee on Bills in the Third Reading, by substituting House No. 1578.

HOUSE No. 1578. To define the duties of the female members of the inspection department of the district police. Substitute bill amending House No. 1547 reported by Committee on Bills in the Third Reading; enacted by House and Senate. Vetoed by Acting Governor, May 19 (see House No. 1640). Veto sustained May 21.

The veto message was contained in House No. 1640.

WAGES OF EMPLOYEES.

Assignment and Garnishment of Wages.

SENATE No. 180. Relative to small loans secured by an assignment of wages. Referred to Committee on Legal Affairs; reported leave to withdraw.

SENATE No. 181. Relative to the assignment of wages. Referred to Committee on Joint Judiciary; reported leave to withdraw.

HOUSE No. 860. Relative to the assignment of wages for wearing apparel or jewelry or other goods sold on the installment plan. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 863. Relative to the records to be kept by pawnbrokers, amending Revised Laws, c. 102, § 42, as already amended by Acts, 1907, c. 211, § 1. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 864. Relative to the assignment of wages. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 868. Relative to an assignment of wages. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 1040. For the protection of bankrupts and insolvents from assignment of wages. Referred to Committee on Legal Affairs; reported leave to withdraw.

Payment of Wages.

SENATE No. 349. Relative to the weekly payment of wages to public employees. Referred to Committee on Labor, then to Committee on Ways and Means in both branches; amended by House; approved June 13; chapter 650.

HOUSE No. 118. Relative to the weekly payment of wages to public employees. Referred to Committee on Labor; reported, Senate No. 349.

HOUSE No. 983. Relative to the weekly payment of wages by cities, counties, and other employers. Referred to Committee on Cities; reported leave to withdraw.

HOUSE No. 1565. Relative to the payment of employees of the City of Boston. Referred to Committee on Cities; reported, House No. 1639, which was approved June 5; chapter 587.

REGULATIONS OF RAILWAYS AFFECTING EMPLOYEES.

SENATE No. 122. To provide that claims for personal injuries against insolvent railroad and street railway corporations shall be entitled to a preference. Referred to Committee on Joint Judiciary; reported leave to withdraw.

HOUSE No. 82. Relative to the number of brakemen which railroad corporations shall employ on freight trains. Referred to Committee on Railroads; referred to next session of Legislature.

HOUSE No. 442. Relative to the equipment of cars of street railway companies. Referred to Committee on Street Railways; reported leave to withdraw.

See also under "*Employers' Liability.*"

ACCIDENTS.

See under "*Regulations of Railways Affecting Employees*" and "*Employers' Liability.*"

EMPLOYERS' LIABILITY AND ACTIONS FOR NEGLIGENCE.

SENATE No. 120. To provide that Massachusetts sailors and fishermen shall be entitled to the benefit of the provisions of the employers' liability law. Referred to Committee on Joint Judiciary.

SENATE No. 124. Relative to bringing actions in behalf of widows and dependents next of kin of employees who may be killed or who may die as the result of injuries under the provisions of the em-

players' liability act. Referred to Committee on Joint Judiciary; reported, House No. 1477.

SENATE No. 155. To provide that certain common carriers shall furnish a bond or policy of insurance for the benefit of passengers and employees injured by accidents. Referred to Committee on Street Railways; reported leave to withdraw.

SENATE No. 241. Relative to mutual insurance companies transacting employers' liability business. Referred to Committee on Insurance; approved February 14; chapter 81.

SENATE No. 336. To provide for compensating employees for personal injuries received in the course of their employment. (Amendment of House No. 1410.) Approved May 5; chapter 489.

HOUSE No. 224. Relative to the liability of street railway companies for injuries to employees. Referred to Committee on Joint Judiciary; reported, House No. 1342.

HOUSE No. 332. To provide for compensating employees for personal injuries received in the course of their employment. Referred to Committee on Joint Judiciary; reported, House No. 1410.

HOUSE No. 395. To extend the operation of the law relative to the liability of employers. Referred to Committee on Joint Judiciary; reported leave to withdraw; accepted, reconsidered, and House No. 1550 substituted.

HOUSE No. 459. Relative to the recovery of damages under the act to provide for the liability of employers. Referred to Committee on Joint Judiciary; reported, House No. 1477.

HOUSE No. 672. To extend the operation of law relative to the liability of employers. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported leave to withdraw.

HOUSE No. 673. To provide for safeguarding the interests of injured employees. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported, House No. 1407.

HOUSE No. 835. Relative to notices to be given in cases of certain accidents. Referred to Committee on Joint Judiciary; reported, House No. 1293.

HOUSE No. 1019. To provide speedy compensation or damages for employees injured in the course of their employ-

ment. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported, House No. 1410.

HOUSE No. 1190. To provide a more speedy method for compensating workmen injured under certain conditions. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported, House No. 1407, House No. 1410, and House No. 1450. (See under *Employer and Employee*, p. 260.)

HOUSE No. 1293. Relative to notices to be given in certain cases of accidents. New bill, reported by Committee on Joint Judiciary instead of House No. 835; amended by House; approved March 27; chapter 305.

HOUSE No. 1342. Relative to the liability of railway companies for injuries to employees. Referred to Committee on Joint Judiciary; amended by Senate; approved April 21; chapter 420.

HOUSE No. 1407. To provide for safeguarding the interests of injured employees. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; amended by House; approved April 10; chapter 380.

HOUSE No. 1410. To authorize and to provide for the approval of plans of compensation for injured employees. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly. Amended by substituting Senate No. 336.

HOUSE No. 1477. Relative to the bringing of actions under the employers' liability law. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; approved April 28; chapter 457.

HOUSE No. 1550. To limit the assumption of risk by an employee of a railroad corporation. Substituted for House No. 395; approved May 28; chapter 553.

See also under "*Regulations of Railroads.*"

PENSIONS.

Firemen.

HOUSE No. 253. To provide for retiring members of the Fire Department of the City of Cambridge. Referred to Committee on Cities; reported leave to withdraw.

HOUSE No. 366. Relative to pensions of police officers and firemen. Referred to Committee on Towns; reported leave to withdraw.

HOUSE No. 470. To permit cities and towns to pension call firemen after 20 years of service. Referred to Committee on Cities; referred to next session of Legislature.

HOUSE No. 598. Relative to pensioning certain firemen in fire districts. Referred to Committee on Towns; reported leave to withdraw.

Old-age.

HOUSE No. 234. To authorize the retirement of employees of the Commonwealth in certain cases. Referred to Committee on Public Service and to House Committee on Ways and Means; rejected by House.

HOUSE No. 628. To provide for an employees' retirement fund in the City of Boston. Referred to Committee on Cities; reported leave to withdraw.

HOUSE No. 658. To provide for the expenses of the Commission on Old-age Insurance and Pensions. Referred to Committee on Insurance; laid before Acting Governor June 4; became a law without approval after five days; chapter 131. Resolves.

HOUSE No. 690. To provide for pensions for certain State, city, and town employees. Referred to Committee on Legal Affairs; reported leave to withdraw; recommitted; referred to next session of Legislature.

HOUSE No. 1028. To provide for a system of old-age benefits. Referred to Committee on Legal Affairs; reported leave to withdraw.

Police.

HOUSE No. 473. To authorize the pensioning of members of the police department of the City of Boston. Referred to Committee on Cities; reported leave to withdraw.

Teachers.

SENATE No. 306. To authorize cities and towns to establish pension funds for teachers in the public schools. Referred to Committee on Education, which reported a new draft, Senate No. 329.

SENATE No. 329. To authorize cities and towns to establish pension funds for teachers in the public schools. New draft of Senate No. 306 as passed to be engrossed; enacted by both branches; laid before Acting Governor April 30; became a law without approval after five days; chapter 498.

HOUSE No. 642. To authorize the estab-

lishment of a system of pensions for teachers in the public schools of the City of Boston. Referred to Committee on Education; reported, House No. 1570.

HOUSE No. 708. Relative to the public school teachers' retirement fund in the City of Boston. Referred to Committee on Mercantile Affairs, then to Committee on Education; latter committee reported reference to next session of Legislature.

HOUSE No. 799. To authorize cities and towns to establish pension funds for teachers in the public schools. Referred to Committee on Education; reported, Senate No. 306.

HOUSE No. 986. To provide for co-operative payment of pensions to teachers in the public schools of the City of Boston. Referred to Committee on Education; reported leave to withdraw.

HOUSE No. 1570. To provide for the payment of pensions to teachers in the public day schools of the City of Boston. Referred to Committee on Education; amended by House; enacted by both branches; laid before Acting Governor May 29; became a law without approval after five days; chapter 498.

Veterans in Public Service.

SENATE No. 223. To provide for the pensioning of certain veterans formerly in the service of the Commonwealth. Referred to Committee on Public Service, then to Committee on Ways and Means; rejected by Senate.

HOUSE No. 111. To authorize the City of Boston to retire on pensions certain veteran employees. Referred to Committee on Cities; reported reference to next session of Legislature; House No. 1375 substituted for report.

HOUSE No. 254. Relative to the pensioning of veterans of the Civil War who are members of the police force of the City of Fall River. Referred to Committee on Cities; passed by House; rejected by Senate.

HOUSE No. 481. Relative to pensioning county officers and employees (veterans of Civil War). Referred to Committee on Counties; reported leave to withdraw.

HOUSE No. 713. Relative to the pensioning of Civil War veterans who are officials or employees of the County of Suffolk and the City of Boston. Referred to Committee on Metropolitan Affairs; reported reference to next session of Legislature.

HOUSE No. 1059. Relative to the retirement of certain veterans of the Civil War who are or become incapacitated for active service. Referred to Committee on Military Affairs; reported reference to next session of Legislature.

HOUSE No. 1110. Relative to the pensioning of war veterans who are members of the police force of the City of Cambridge. Referred to Committee on Cities; reported leave to withdraw.

HOUSE No. 1375. To authorize cities and towns to pension certain municipal employees who are veterans of the Civil War. Substituted for report of Committee on Cities that House No. 111 be referred to next session of Legislature. Rejected by Senate.

HOUSE No. 1579. To provide for pensioning employees of the County of Suffolk who are veterans of the Civil War. New draft of Senate No. 148 by Committee on Public Service; referred to Committee on Counties; passed by House; referred by Senate to Committee on Ways and Means.

Other Public Servants.

SENATE No. 50. Relative to retiring prison officers. Referred to Committee on Public Service, then to Committee on Ways and Means; amended by Senate; enacted by both branches; laid before Acting Governor on June 3; became a law without approval after five days; chapter 601.

SENATE No. 148. Relative to pensioning officers of the Municipal Court of the City of Boston. Referred to Committee on Public Service; reported, House No. 1579. (See under "Veterans.")

EMPLOYMENT OFFICES.

Free Public Employment Offices.

HOUSE No. 1315. To provide for the furnishing by the bureau of statistics of labor of information relative to the demand for employment. New draft of House No. 1022 by Committee on Labor; approved March 27; chapter 306.

HOUSE No. 1442. Relative to free employment offices. Referred to Committee on Labor and Committee on Ways and Means; approved May 1; chapter 485.

Private Employment Offices.

HOUSE No. 681. Relative to employment and intelligence offices. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 694. To provide for reports by intelligence offices to the bureau of statistics of labor. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 695. To prohibit the operation of intelligence offices without licenses. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 696. Relative to the licensing of intelligence offices. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 1036. Relative to intelligence offices furnishing business employment. Referred to Committee on Legal Affairs; reported leave to withdraw.

INDUSTRIAL EDUCATION.

Establishment of Schools, etc.

SENATE No. 44. To promote industrial education in public high schools. Referred to Committee on Education; reported, Senate No. 305.

SENATE No. 171. Relative to industrial schools. Referred to Committee on Education; reported, Senate No. 335.

SENATE No. 305. To promote manual training in public high schools. New draft of Senate No. 44 by Committee on Education; referred to Committee on Ways and Means by Senate and House; rejected by House.

SENATE No. 332. To promote industrial education. Substituted for House Report of Committee on Education, referring House No. 1300 to next session of Legislature.

SENATE No. 335. Relative to the Commission on Industrial Education. New draft of Senate No. 171, House No. 801, and House No. 985 by Committee on Education; approved June 2; chapter 572.

SENATE No. 355. To provide for an inquiry, by the Commission on Industrial Education, into the advisability of establishing one or more industrial colleges. New draft of House No. 1538 by Committee on Education; enacted by both branches; vetoed by Acting Governor June 4; veto sustained.

The veto message is contained in Senate No. 396.

HOUSE No. 489. To place textile, trade, and industrial schools under the supervision of the Commission on Industrial Education. Referred to Committee on Education; reported leave to withdraw.

HOUSE No. 801. To make the Commission on Industrial Education permanent. Referred to Committee on Education; reported, Senate No. 335.

HOUSE No. 985. To provide for a permanent commission on industrial, technical, and agricultural education. Referred to Committee on Education; reported, Senate No. 335.

HOUSE No. 1300. A report by the Massachusetts Commission on Industrial Education on the advisability of establishing one or more technical schools or industrial colleges. Referred to Committee on Education; reported reference to next session of Legislature; accepted by House; substituted in Senate by Senate No. 332.

HOUSE No. 1538. To provide for an inquiry by the Commission on Industrial Education into the advisability of establishing one or more industrial colleges. Referred to Committee on Education; reported, Senate No. 335.

HOUSE No. 1590. To incorporate the Franklin Foundation. Referred to Committee on Mercantile Affairs; approved June 1; chapter 569.

HOUSE No. 1665. Report of Committee on Ways and Means (H), to whom was referred bill relative to Commission on Industrial Education (Senate No. 335), that same ought to pass. Seven members of committee, while agreeing with the above report, recommended that the term of the Commission should be extended 10 instead of five years, as provided for in the bill.

EMPLOYER AND EMPLOYEE.

Regulating Certain Relations between Employers and Employees.

HOUSE No. 669. To prohibit coercion of employees. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported leave to withdraw.

HOUSE No. 670. To prohibit unlawful discrimination against employers in the hiring or retaining of certain persons in their employ. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported leave to withdraw.

HOUSE No. 671. To regulate the issuance of restraining orders and injunctions and procedure thereon, and to limit the meaning of "Conspiracy" in certain cases. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported leave to withdraw.

HOUSE No. 674. To allow peaceful

communications with applicants for positions during strikes, lockouts, and labor disputes. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported leave to withdraw.

HOUSE No. 697. Relative to advertisements concerning employment. Referred to Committee on Legal Affairs; House No. 1193 substituted by Committee on Bills in the Third Reading.

HOUSE No. 1020. To provide for a hearing for employees of public service corporations, as to hours, wages, or conditions of employment. Referred to Committee on Joint Judiciary and Committee on Labor, sitting jointly; reported, House No. 1449.

HOUSE No. 1069. Establishing a public service commission and providing for the regulation and control of certain public service corporations. Referred to Committee on Public Service.

HOUSE No. 1193. Relative to advertisements concerning employment. Substituted for House No. 697 by Committee on Bills in the Third Reading; approved March 14; chapter 217.

HOUSE No. 1449. To provide for public hearing upon certain matters relating to public service corporations and their employees. New draft of House No. 1020 by Committee on Joint Judiciary and Committee on Labor, sitting jointly; amended and passed by House; rejected by Senate.

HOUSE No. 1450. To regulate the issuance of injunctions. New draft of House No. 1190. (See under *Employers' Liability and Actions for Negligence*, p. 257.) Reported by the Committee on Joint Judiciary and the Committee on Labor, sitting jointly; passed by House; rejected by Senate.

LICENSES.

Engineers and Firemen.

SENATE No. 202. Relative to the licensing of engineers and firemen. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

HOUSE No. 884. Relative to the granting of licenses to engineers and firemen. Referred to Committee on Mercantile Affairs; reported leave to withdraw.

Hawkers and Peddlers.

HOUSE No. 404. Relative to the licensing of veteran soldiers and sailors as hawkers and peddlers. Referred to Com-

mittee on Legal Affairs; reported leave to withdraw.

HOUSE No. 545. To require hawkers and peddlers to obtain the consent of mayors or selectmen before selling their wares. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 1114. Relative to the granting of licenses to hawkers and peddlers. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 1242. Relative to the revocation of licenses of hawkers and peddlers. Referred to Committee on Legal Affairs; approved March 14; chapter 208.

Other Licenses.

SENATE No. 133. Relative to copies of certain records (pawnbrokers). Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 241. Relative to the examination of moving picture machines and to the licensing of operators thereof. Referred to Committee on Mercantile Affairs; reported, House No. 1584.

HOUSE No. 738. To regulate the use of the cinematograph. Referred to Committee on Mercantile Affairs; reported, House No. 1584.

HOUSE No. 863. Relative to the records to be kept by pawnbrokers, etc. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 1045. Relative to the use of the cinematograph. Referred to Committee on Mercantile Affairs; reported, House No. 1584.

HOUSE No. 1584. Relative to the use of the cinematograph. New draft of House No. 241, House No. 738, and House No. 1045 by Committee on Mercantile Affairs. Referred to Committee on Ways and Means; reported ought to pass; approved June 1; chapter 566.

MISCELLANEOUS ACTS AFFECTING LABOR.

Codification of Labor Laws.

HOUSE No. 1510. Resolve. To provide for a codification of the laws relating to labor. Bill as reported by Committee on Labor. Referred to Committee on Ways and Means; reported ought to pass; approved May 1; chapter 82, Resolves.

Laws Affecting Labor Organizations.

SENATE No. 127. Relative to the awarding of contracts for the performance of

labor for the Commonwealth. [Preference to be given to such bids as are based on the employment of union labor and the payment of union rates of wages therefor.] Referred to Committee on Labor; reported leave to withdraw.

SENATE No. 128. To provide for the employment of union labor and the payment of union wages in work performed under contract for the Commonwealth. Referred to Committee on Labor; reported leave to withdraw.

SENATE No. 187. Relative to the fraudulent use of the name or title of fraternities, societies, and unions. Referred to the Committee on Joint Judiciary; reported, House No. 1297.

HOUSE No. 1297. Relative to the fraudulent use of names, titles, or common designations of fraternities, societies, and unions. New draft of Senate No. 187 reported by Committee on Joint Judiciary; approved March 25; chapter 280.

Regulating Barbering.

SENATE No. 146. To regulate the business of barbers in the Commonwealth. Referred to Committee on Public Health; reported leave to withdraw.

Examination of Plumbers.

HOUSE No. 454. To provide for the appointment of a State Board of Examiners of Plumbers. Referred to Committee on Public Service; reported reference to next session of Legislature.

HOUSE No. 914. Relative to the inspection of plumbing. Referred to Committee on Public Health; reported reference to next session of Legislature.

HOUSE No. 907. To establish the Examiners of Plumbers Department of the District Police. Referred to Committee on Public Health; reported leave to withdraw.

Sunday Labor and Weekly Day of Rest.

SENATE No. 20. Relative to the sale of ice-cream, confectionery, tobacco, newspapers, soda, and fruit on the Lord's Day. Referred to Committee on Legal Affairs; reported leave to withdraw.

SENATE No. 129. Relative to theatrical and other entertainments on the Lord's Day. Referred to Committee on Legal Affairs; reported, Senate No. 279.

SENATE No. 279. Relative to the observance of the Lord's Day. New draft

of Senate No. 129 and House No. 550, by Committee on Legal Affairs. Amended by Senate; approved April 11; chapter 385.

HOUSE No. 267. Relative to the sale of ice-cream, soda water, and confectionery on the Lord's Day. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 271. Relative to exposure of photographic plates and films on the Lord's Day. Referred to Committee on Legal Affairs; amended by House and Senate; approved April 1; chapter 333.

HOUSE No. 336. To provide for one day's rest in seven. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 548. To authorize unpaid labor on yachts and boats on the Lord's Day. Referred to Committee on Legal Affairs; reported, House No. 1292.

HOUSE No. 550. Relative to the observance of the Lord's Day. Referred to Committee on Legal Affairs; reported, Senate No. 279.

HOUSE No. 680. To permit the retail sale of foreign and domestic fruit on the Lord's Day by licensed innholders and common victuallers. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 688. Relative to the making of food on the Lord's Day. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 693. To provide further for one day's rest in seven. Referred to Committee on Legal Affairs; reported leave to withdraw.

HOUSE No. 700. Relative to the making, transportation, and sale of ice-cream on the Lord's Day. Referred to Committee on Legal Affairs; reported, House No. 1325.

HOUSE No. 1292. To authorize unpaid labor on yachts and boats on the Lord's

Day. House No. 548 as passed to be engrossed; approved March 25; chapter 273.

HOUSE No. 1325. Relative to the delivery and sale of ice-cream on the Lord's Day. House No. 700 as passed to be engrossed; approved April 3; chapter 343.

Public Service Corporation Employees.

SENATE No. 150. Relative to the public service of the Commonwealth, and the cities and towns thereof, and the employment of veterans of the war with Spain therein. Referred to Committee on Public Service; recommitted; reported, House No. 1715.

SENATE No. 272. To exempt certain offices from the provisions of the act relative to public service corporations and their employees. Referred to Committee on Prisons; approved March 18; chapter 228.

HOUSE No. 576. To exempt laborers in the City of Boston from the civil service laws. Referred to Committee on Public Service; reported leave to withdraw.

HOUSE No. 1715. Relative to employment in the public service of veterans of the war with Spain. New draft of Senate No. 150 by Committee on Public Service which reported that same ought to pass; amended by House and Senate; enacted by both branches; vetoed by Acting Governor June 12; veto sustained June 12. The veto message is contained in House No. 1730.

Unemployment.

HOUSE No. 374. Relative to the Massachusetts unemployed. Referred to Committee on Ways and Means; reported ought not to pass; rejected by House.

HOUSE No. 1176. Reprint of House No. 50, Legislative Session of 1895, relating to the subject of the unemployed. (By order of House adopted January 21.)

THE REDUCTION IN WAGES IN FALL RIVER.

At a conference held May 19 between committees of the Fall River Textile Council and the Cotton Manufacturers' Association to determine the scale of wages to be paid during the six months from May 26, 1908, to November 26, 1908, the margin figures of the preceding six months were gone over and the resulting reduction in wages was computed to 17.94 per cent. This is the heaviest reduction that has ever been made at one time in the history of Fall River, the nearest approach to it being a reduction made September 11, 1893, amounting to 14.28 per cent.

Yet on May 20 the Textile Council, representing officially and unofficially some 25,000 operatives, demonstrated the ability of this great body of workers to stand by their contract by accepting, without a dissenting voice, the report of the committee, which recommended that the reduction in wages resulting from the operation of the agreement in force between the organizations of mill employees and their employers be adopted.

The wage agreement adopted on May 3, 1907, and now in force, provides:

Clause 1. That 21.78 cents per cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the selling value of 45 yards of 28-inch 64 x 64 print cloth and 33.11 yards of 38½-inch 64 x 64. Quotations from *New York Journal of Commerce* shall be considered authority.

Clause 2. Wage agreements shall be binding for six months, beginning the last Monday in May and November of each year, based on the average margin for the previous six months.

Prices for weaving shall be as follows:

With a margin of 115 points, 23.96 cents; 110 points, 23.42 cents; 105 points, 22.87 cents; 95 points, 21.78 cents; 85 points, 20.69 cents; 80 points, 19.66 cents; 75 points, 18.68 cents; 72½ points, 18 cents.

Wages in all departments other than weaving shall be adjusted on the same basis; 23.96 cents, with a margin of 115, shall be the maximum; and 18 cents, with a margin of 72½, shall be the minimum rate paid for weaving.

Clause 3. If at any time either party to this agreement should desire to make a change, at least three months' notice shall be given by the party desiring the change prior to the expiration of the existing six months' contract.

The following tabular statement shows how the prices and resultant margins have fluctuated during the six months (26 weeks) ending May 22, 1908:

WEEK ENDING —	Cost of One Pound of Middling Upland Cotton (New York Quotation)	Selling Value of One Yard of 28-inch 64 x 64 Print Cloth	Selling Value of One Yard of 38½-inch 64 x 64 Print Cloth	Margin
1907.				
November 29,	\$0.1139	\$0.05¼	\$0.05¼	1.230240
December 6, . . . .	.1185⅝	.05¼	.05⅜⅝	1.181040
December 13, . . . .	.1206⅜	.04⅜⅝	.05⅜⅝	.990104
December 20, . . . .	.1188⅓	.04¼	.05⅜⅝	.919557
December 27, . . . .	.1174	.04¼	.05½	.927425
1908.				
January 3, . . . .	.1164	.04⅞⅞	.05½	.918700
January 10, . . . .	.1138⅓	.04¼	.05¼	.914720
January 17, . . . .	.11825	.04¼	.05¼	.879390
January 24, . . . .	.1205⅝	.04¼	.05¼⅜	.866110
January 31, . . . .	.1175⅝	.04⅝	.05½	.897980
February 7, . . . .	.1170⅝	.04⅝	.05¼⅜	.884740

WEEK ENDING —	Cost of One Pound of Middling Upland Cotton (New York Quotation)	Selling Value of One Yard of 28-inch 64 × 64 Print Cloth	Selling Value of One Yard of 38½-inch 64 × 64 Print Cloth	Margin
February 14,	\$0.1159	\$0.04	\$0.051 $\frac{1}{16}$	.846100
February 21, . . . . .	.1140 $\frac{5}{8}$	.04	.05 $\frac{1}{4}$	.856470
February 28, . . . . .	.1142	.03 $\frac{7}{16}$	.05 $\frac{3}{16}$	.771480
March 6, . . . . .	.1156 $\frac{3}{8}$	.03 $\frac{5}{8}$	.05 $\frac{1}{8}$	.738740
March 13, . . . . .	.1140	.03 $\frac{5}{8}$	.04 $\frac{1}{8}$	.714130
March 20, . . . . .	.1098 $\frac{1}{2}$	.03 $\frac{1}{2}$	.04 $\frac{1}{2}$	.688298
March 27, . . . . .	.1046 $\frac{3}{8}$	.03 $\frac{5}{16}$	.04 $\frac{1}{2}$	.676392
April 3, . . . . .	.1045	.03 $\frac{1}{4}$	.04 $\frac{3}{8}$	.619531
April 10, . . . . .	.1029 $\frac{1}{2}$	.03 $\frac{1}{4}$	.04 $\frac{1}{4}$	.611505
April 17, . . . . .	.10025	.03 $\frac{1}{4}$	.04 $\frac{1}{4}$	.632837
April 24, . . . . .	.1000 $\frac{5}{8}$	.03 $\frac{1}{4}$	.04 $\frac{1}{8}$	.631321
May 1, . . . . .	.1011 $\frac{3}{8}$	.03 $\frac{1}{4}$	.04 $\frac{1}{2}$	.597912
May 8, . . . . .	.10425	.03 $\frac{7}{16}$	.04 $\frac{1}{8}$	.556706
May 15, . . . . .	.1103 $\frac{1}{2}$	.03 $\frac{1}{8}$	.04 $\frac{1}{8}$	.527490
May 22, . . . . .	.1098 $\frac{1}{2}$	.03 $\frac{3}{16}$	.04 $\frac{1}{4}$	.590390
AVERAGE, . . . . .	. . . . .	. . . . .	. . . . .	.794973

The six months' period began immediately after the panic of October, 1907, and since then the margin has decreased pretty steadily. The margin reported on May 15 was 52 and a fraction, an extremely low figure. The average margin for the six months being .794973, or below 80 points, meant that the wages of the operatives would be based on the price of weaving of 19.66 cents a cut, a reduction of 17.94 per cent from the price of weaving in force during the six months previous of 23.92 cents.

It can be said that the wage agreement has met and passed successfully its first real test, for the operatives have shown their faith in the fairness of the system, even though the results may be decidedly unfavorable to them as in the present instance. This system of an automatic adjustment of wages was carefully devised as a result of previous experiments, for the purpose of giving the operatives as high a rate of wages as business conditions would allow, and the success which the system has had in its first crisis argues well for the peaceful settlement of wage scales in Fall River, and it is to be hoped will result in the abolition of intermittent demands by the operatives on the manufacturers and long resultant controversies.

The praiseworthy spirit shown by the operatives in keeping their agreement and submitting to this heavy cut in their wages is reflected in the following extract from the report presented to the operatives by James Tansey, president of the Fall River Textile Council:

We, the members of the Textile Council, regret that such conditions have arisen which should call for the reduction in wages as stated in the agreement; and while we realize that the reduction is a steep one, we hope and feel that you will not lose sight of the fact that it is being taken from the highest rate of wages that has ever prevailed during the life of the Textile Council and for many years previous to its existence. It is safe to say that we can go back at least 35 years and then only under the most exceptional conditions can a comparison be made.

It should not be necessary to remind you that the rate of wages paid during the last 12 months is 10 per cent higher than ever was paid in the city during our life as combined unions, and further that it is 20 per cent higher, with an exception of a period of about nine months a few years ago.

With regard to the present agreement, we do not nor have we ever taken and declared that it is the panacea for all difficulties existing between the employer and employee in our trade, but we do declare emphatically and without reserve that it is and has proven to be the best agreement for the operatives that was ever accepted by the employers for the control and regulation of the rise and fall in wages, and further assert, for reasons stated above,

that it is well worthy of a trial of experience and as a guide in dealing with such questions in the future.

Until such time that we see that a change is necessary in the margin scale, we say to our members that this agreement should be honorably lived up to, as it was entered into honorably by a vote of acceptance and indorsed by all of the unions at their general meetings before being signed by the representatives of the respective associations contracted.

Even though the reduction in wages is greater under the agreement than was anticipated by its most ardent supporters, and which we regret, we are not prepared to declare that it is a failure, because, owing to the unfortunate trade conditions previously referred to, which suddenly and unexpectedly worked havoc with our industry, we do not believe it has had a fair trial; and until such time that it has, the least that can be expected is that judgment should be suspended and hasty action upon our part be rejected.

The only comparison that we can draw to compare with present conditions is that which existed in 1898, 10 years ago, when the market got down about 50 cents, and we were obliged to accept reductions in wages which brought the weaver down to 16 cents per cut and all other departments in proportion. The margin to-day is but 57.61 cents, and it has been between the fifties and sixties for nearly two months, and the price per cut under the reduced rate is 19.66 cents per cut, with operatives in all other departments in proportion, a matter of about 20 per cent, a higher rate than prevailed under similar conditions in 1898, to say nothing of other improved conditions.

Again repeating our regret for the reduction of wages that goes into effect Monday morning, brought about through conditions over which neither employer nor employee has control, we bring these matters to your attention, so that you can deliberate on the conditions and situation with more intelligence and give to it that fair, just, and conservative consideration that all such important subjects of its kind are entitled.

The wages which were paid during the past six months were the highest ever paid in Fall River, and although the reduction which went into effect May 25 was very heavy, the new rate is considerably higher than at the time of the great strike four years ago, or than the average rate under the old sliding scale in force from October 27, 1905, to June 30, 1906.

The following table shows the fluctuations in wages in Fall River during the past 24 years:

DATE ON WHICH CHANGES TOOK EFFECT.	Price per Cut for Weaving (Cents)	Percentage Increase (+) or Decrease (—)
February 4, 1884, . . .	18.50	—
January 19, 1885, . . .	16.50	—10.81
March 1, 1886, . . .	18.15	+10.00
February 13, 1888, . . .	19.00	+4.68
July 11, 1892, . . .	19.60	+3.16
December 5, 1892, . . .	21.00	+7.15
September 11, 1893, . . .	18.00	—14.28
August 30, 1894, . . .	16.00	—11.11
April 22, 1895, . . .	18.00	+12.50
January 1, 1898, . . .	16.00	—11.11
February 27, 1899, . . .	18.00	+12.50
December 11, 1899, . . .	19.80	+10.00
March 17, 1902, . . .	21.78	+10.00
November 23, 1903, . . .	19.80	—9.09
July 25, 1904, . . .	17.32	—12.50
October 30, 1905, . . .	18.61	+7.45
July 2, 1906, . . .	19.80	+6.39
November 26, 1906, . . .	21.78	+10.00
May 27, 1907, . . .	23.96	+10.00
May 25, 1908, . . .	19.66	—17.94

¹ Average under the sliding scale.

Following the announcement of the new rate, a notice of a reduction of 17.94 per cent in the wages of the 5,000 operatives in the cotton mills of the Fall River Iron Works Co. was posted at that plant. Other cotton mills throughout New England reduced wages in April, the average reduction being about 10 per cent.

For a short period after the reduction went into effect, the demand for cotton cloth warranted the manufacturers in running their mills on full time, and as a result the actual weekly earnings of the operatives were greater than under the former rate of wages. These favorable conditions did not continue, however, and the mills were obliged to curtail, thereby decreasing the earnings of the operatives considerably.

On July 22, the Mule Spinners Association, by a vote of 20 to 17, passed the following resolution:

Resolved, That the sliding scale agreement with the Manufacturers Association has proved to be a failure so far as the workers are concerned; and that the Spinners Association gives the necessary three months' notice to withdraw.

There were 50 members, of the 270 who were entitled to vote on the question, present at this meeting of the Mule Spinners Association, and of those present, 13 refused to vote either way. There was considerable discussion regarding the question; those in favor of

continuing the agreement held that under the abnormal conditions in the cotton industry for the past nine months, the sliding scale had not had a fair trial, and that under ordinary circumstances it would be found equitable and satisfactory to all concerned. Those opposed to a continuance held that the agreement had not proved to be a benefit to the workers; that any agreement that permitted a change of 18 per cent in wages was a faulty one; and that because of the speculative element in the cotton market, the present method of figuring the margin was not a fair one.

The sliding scale agreement is between the Textile Council, representing the operatives, and the Cotton Manufacturers Association, representing the manufacturers, so that the agreement can only be terminated by a notice from either of the two contracting parties. After the spinners took this action the executive committees of three of the other unions represented in the Textile Council considered the matter. These were the carders, who declared in favor of continuing the present agreement until it had been given a further trial; the loomfixers, who, while not satisfied with it in its present form, advocated its retention if no perfecting amendment to it were practicable; and the weavers, whose executive committee instructed its delegates to vote to refer the matter to the emergency committee of the Council to try to have the agreement modified. The delegates of the Slasher Tenders Union, the other organization affiliated with the Textile Council, were uninstructed.

A special meeting of the Textile Council was held on July 29 to consider the resolution passed by the Mule Spinners Association, and it was voted to submit the agreement to its executive committee for consideration. On August 14, the executive committee met

to make arrangements for presenting the proposed amendments to the wage agreement to the Cotton Manufacturers Association. The nature of the proposed amendments was not made public. The carders, loomfixers, slasher tenders, and weavers unions met and voted to accept the amendment to the wage agreement as proposed by the Textile Council. The secretary of the Mule Spinners Association issued the following notice for a special meeting to be held August 19:

In accordance with the motion passed at the regular meeting to decide the question of reconsidering the motion passed at the special meeting held on Wednesday, July 22, when it was decided to give three months' notice to withdraw from the present wage agreement, a special meeting will be held Wednesday, August 19. Every member who can possibly attend the meeting should do so, so that the vote recorded will be large enough to decisively settle the matter and prevent further cause to find fault about the small attendance at meetings when important questions have to be settled.

Accordingly on August 19, about 100 spinners met, and by a vote of 51 to 14 voted to reconsider their former action to withdraw from the wage agreement. The secretary gave a detailed statement of the proposed amendment to the agreement and spoke of its acceptance by the other four unions. After considerable discussion it was voted to take the same action as the other unions and endorse the wage agreement in its amended form. The vote was 58 to 9.

The following day the secretary of the Cotton Manufacturers Association sent a letter to the Executive Committee of the Textile Council asking for a conference on the proposed amendment on August 24.

It is very probable that a conference will soon be held between the two committees for the purpose of settling the matter.¹

¹ The results of a conference held August 26 will be found on page 288 *post*.

THE BUILDING TRADES DEPARTMENT OF THE AMERICAN FEDERATION OF LABOR.

In conformity with the plan proposed by the Norfolk Convention of the American Federation of Labor, representatives from all the national and international building trades' unions met in convention at Washington, D. C., on February 11, and formed a new international building trades central organization, to be known as the National Building Trades Department of the American Federation of Labor. The official call for the convention was sent out by the officials of the Structural Building Trades Alliance, whose efforts assisted in bringing about the results obtained at this convention, thus forming a central organization of the building trades, with the hope that it would receive greater support and co-operation than was the case as to the support given the former Structural Building Trades Alliance.

The Structural Building Trades Alliance was a source of great benefit to the building trades, not only to those directly affiliated internationally, but to separate locals of other crafts affiliated with local structural alliances in different cities, and many of such local alliances which existed only through the efforts of the officials of the structural alliance and organizations affiliated therewith. As this central body did not receive the support and co-operation of perhaps 50 per cent of the building trades' strength, it is believed that immeasurable benefit will come to the building trades through a compact central organization which will receive the support of all or most all of the building trades' organizations.

The constitution of this new international organization provides that the revenue for its support shall be derived from an initiation fee on the national or international unions of one hundred

dollars each, from a per capita tax of one-quarter of a cent per member per month, upon members of all affiliated organizations, with the additional revenue accruing from sale of supplies and from charter fees.

Recognizing the justice of trade jurisdiction, the Department aims to guarantee to the various branches of the building industry control of such work as rightfully belongs to them, and requires each affiliated organization to submit a written statement covering the extent and character of its trade jurisdiction. After due approval, a copy of this claim is to be sent to affiliated organizations. Should a conflict in jurisdiction occur, according to the constitution, the parties in interest shall hold a joint conference within 90 days and endeavor to adjust their differences. Failing to reach an adjustment within the prescribed time, the disputed points are to be referred for decision to the next convention of the Department, their award to be binding upon all affiliated organizations.

The constitution further provides for the formation of a local Building Trades Council where there exist three or more local unions of affiliated trades in any locality. These locals, when chartered, must be governed in accordance with the laws of the National Department, and, for affiliation in local councils, labor unions are required to affiliate with Central Labor Unions chartered by the A. F. of L. where such central bodies exist. All local councils are required to adopt a quarterly working card of uniform character, to be carried by all members, no other card to be recognized by the affiliated trades on any work where they are employed.

To adjust trade disputes along practical lines the laws are so formulated

that under no consideration shall a local union of any organization affiliated with the Department be allowed to inaugurate strikes without the local council's consent; furthermore, all demands for increased wage or reduction of hours must receive the approval of the local council. Three local councils or more in any State or province may form State Building Trades Councils with power to make their own laws in conformity with the laws of the Department.

Headquarters for the Department have been established in the Colorado Building at Washington, D. C. At a meeting of the Executive Board of the Department, held at headquarters in May, it was decided after conferring with President Gompers, that local departments should have the right to use their own discretion in acting on applications from local unions of plasterers and brick masons.

The last local organization in Massachusetts to remain affiliated with the National Structural Building Trades Alliance was the Alliance in Springfield. This organization, however, was reorganized May 5, and was renamed the Springfield Building Trades Alliance and became affiliated with the National Building Trades Department of the American Federation of Labor. Local organizations of the Structural Building Trades Alliance were formed in Boston and Worcester, several years ago, but did not thrive. During the past month a temporary organization was formed at Worcester by 50 delegates, representing 10 local unions of building trades' workmen.

In Boston, the local building trades unions are affiliated with the Building Trades Section of the Central Labor Union, organized in April, 1907, and is composed of five of the nine delegates of each building trades' organization to the Central Labor Union. The Section has its own officers, and in many ways acts as a body distinct from the Central Labor Union.

At a meeting of the Section on May 22, an application for the Boston char-

ter of the National Building Trades Department of the American Federation of Labor was filled out and a committee named to revise the constitution to conform to that of the national department.

Previous to the organization of the Building Trades Section of the Central Labor Union in April, 1907, nearly all of the building trades' unions were affiliated with the Boston Building Trades Council. The formation of the Section, however, made it mandatory upon all local building trades' unions which were affiliated with the Central Labor Union to join the Section, and hence many building trades unions were obliged to withdraw from the Building Trades Council. On May 18 the Building Trades Council disbanded, after a continuous existence of 22 years.

The Building Trades Section of the Central Labor Union at the present time is composed of delegates from the following local unions:

Artificial Stone and Cement Workers No. 20.
Asbestos Workers No. 6.
Bricklayers No. 3.
Building Laborers Nos. 209 and 223.
Carpenters Nos. 33, 218, 386, 438, 938, and 1393.
Carpenters, Amalgamated Society of, Branches Nos. 1, 2, and 3.
Electrical Workers No. 103.
Elevator Constructors No. 4.
Freestone Cutters Association.
Gasfitters No. 175.
Granite Cutters: Boston Branch.
Hardwood Finishers No. 109.
Hoisting and Portable Engineers No. 4.
Housesmiths and Bridgemen No. 7.
Marble Cutters and Setters No. 50.
Marble Polishers, Bed Rubbers, Machine Men, and Helpers No. 56.
Painters No. 11.
Painters No. 402.
Painters No. 709 (Brookline).
Plasterers' Tenders No. 154.
Plumbers No. 12.
Steamfitters No. 22.
Steamfitters' Helpers No. 26.
Stonemasons No. 9.
Sheet Metal Workers No. 17.
Tile Layers No. 22.
Teamsters Nos. 112 and 191.

The following local unions are affiliated with the Springfield Building Trades Alliance:

Carpenters, Nos. 96, 177, 685, and 1105.
 Electrical Workers, No. 7.
 Lathers, No. 25.
 Painters, No. 257.
 Plumbers, No. 89.
 Sheet Metal Workers, No. 27.
 Steamfitters, No. 21.

At the present time there are in Massachusetts 33 Central Labor Unions and

six organizations composed of delegates of building trades' unions.

The following tabular statement shows the cities and towns which have Central Labor Unions and delegate bodies of building trades' workmen, and the number of local unions of building trades workmen:

CITIES AND TOWNS.	Names of Delegate Bodies of Building Trades Unions	Number of Local Building Trades Unions
Adams,	Central Labor Union,	4
Athol,	Central Labor Union,	3
Boston,	Building Trades Section of Central Labor Union,	49
	Central Labor Union,	-
	Hod Carriers and Building Laborers District Council of Boston and Vicinity,	-
	Carpenters District Council,	-
	Lathers District Council,	-
	Painters District Council,	-
Brockton,	Central Labor Union,	11
Cambridge,	Central Labor Union,	7
Chelsea,	Central Labor Union,	3
Chicopee,	Central Trades Council,	2
Fall River,	Central Labor Union,	6
Fitchburg,	Central Labor Union,	10
Framingham and Natick,	Central Labor Union,	7
Haverhill,	Central Labor Union,	4
Holyoke,	Building Trades Council,	10
	Central Labor Union,	-
	Carpenters District Council of Holyoke and Vicinity,	-
Hyde Park,	Central Labor Union,	4
Lawrence,	Central Labor Union,	14
	Carpenters District Council of Lawrence and Vicinity,	-
Lowell,	Trades and Labor Council,	7
	Carpenters District Council of Lowell and Vicinity,	-
Lynn,	Central Labor Union,	10
	Building Trades Council,	-
Malden,	Central Labor Union,	4
Milford,	Central Labor Union,	2
New Bedford,	Central Labor Union,	11
	Carpenters District Council,	-
Newburyport,	Central Labor Union,	4
Newton,	Carpenters District Council,	-
	Waltham Central Labor Union,	8
North Adams,	Central Labor Union,	6
Northampton,	Central Labor Union,	5
Pittsfield,	Central Labor Union,	7
	Berkshire County District Council of Carpenters,	-
Quincy,	Central Labor Union,	8
Rockland,	Central Labor Union,	2
Salem,	Central Labor Union,	8
Southbridge,	Central Labor Union,	1
Springfield,	Central Labor Union,	12
	Building Trades Alliance,	-
	Carpenters District Council,	-
Taunton,	Central Labor Union,	4
Waltham,	Central Labor Union,	6
Watertown,	Waltham Central Labor Union,	-

CITIES AND TOWNS.	Names of Delegate Bodies of Building Trades Unions	Number of Local Building Trades Unions
Webster,	Central Labor Union,	2
Westfield,	Central Labor Union,	4
Worcester,	Central Labor Union,	14
	Building Trades Alliance,	—
	Carpenters District Council,	—
In General,	Berkshire County Central Labor Union,	—
	State Conference of Bricklayers and Masons,	—
	Massachusetts State Council of Carpenters,	—
	Grand Council of Carpenters of Eastern Massachusetts,	—
	Berkshire County District Council of Carpenters,	—
	Middlesex County District Council of Carpenters,	—
	Carpenters District Council of Newton, Waltham, and Vi- cinity,	—
	Carpenters District Council of Norfolk County,	—
	North Bristol County District Council of Carpenters,	—
	Carpenters District Council of the South Shore,	—
	North Shore District Council of Carpenters,	—
	Northern Massachusetts District Council of Carpenters,	—
	State Council of Electrical Workers,	—
	Berkshire County District Council of Painters, Decorators, and Paperhangers,	—
	Connecticut Valley Conference of Painters, Decorators and Paperhangers,	—
	Painters District Council No. 25 of Eastern Massachusetts,	—

From this statement it will be seen that nearly all the cities and towns named are entitled under the constitution of the Building Trades Department to organize local Building Trades Coun-

cils, though Boston, Holyoke, Lynn, Springfield, and Worcester are the only cities which have taken advantage of this opportunity.

MAGAZINE ARTICLES ON LABOR TOPICS, 1907.

The following list of magazine articles on topics relating to labor, industrial, and sociological matters of interest covers articles which appeared in 70 of the leading periodicals during the year 1907.

Apprentices:

Apprenticeship. S. W. Baldwin. Nation, v. 85, p. 118 (Aug. 8).

Decay of apprenticeship and corporation schools. R. Albertson. Charities and the Commons, v. 19, p. 814 (Oct. 5).

Machine shop review. J. E. Livermore. Cassier's Magazine, v. 32, p. 295 (Aug.).

Modern adaptation of the apprenticeship system. Review of Reviews, v. 35, p. 91 (Jan.).

New apprenticeship. G. F. Stratton. Engineering Magazine, v. 34, p. 401 (Dec.).

Opportunity for the young workman. G. F. Stratton. Engineering Magazine, v. 33, p. 774 (Aug.).

Railroad apprenticeship system. C. W. Cross and W. B. Russell. Engineering Magazine, v. 33, p. 786 (Aug.).

Rising industrial problems: the new apprenticeship. G. F. Stratton. Engineering Magazine, v. 34, p. 401 (Dec.).

Supply of skilled workmen. M. W. Alexander. Engineering Magazine, v. 32, p. 635 (Jan.).

Technical student and the engineering apprenticeship course. H. C. Estep. Engineering Magazine, v. 33, p. 165 (May).

See also references under *Industrial Education*.

Arbitration and Conciliation, Industrial:

Canadian act to aid in the prevention and settlement of strikes and lock-

outs. C. W. Eliot. McClure's Magazine, v. 30, p. 149 (Dec.).

Instance of industrial arbitration. J. F. Mackay. Canadian Magazine, v. 29, p. 247 (Jul.).

Child Labor:

Awakening of the south against child labor. A. J. McKelway, D.D. Ann. Am. Acad.,¹ v. 29, p. 9 (Jan.).

Bitter cry of the children. J. Spargo. Independent, v. 60, p. 868 (Apr. 12); Charities and the Commons, v. 17, p. 497 (Dec. 15, '06); Arena, v. 37, p. 205-211 (Feb.).

Blight on the Easter lilies; child labor. E. Markham. Cosmopolitan, v. 42, p. 667 (Apr.).

Child labor and the constitution. Independent, v. 62, p. 451 (Feb. 21).

Child labor and the nation. Albert J. Beveridge. Ann. Am. Acad., v. 29, p. 115 (Jan.).

Child labor and the nations. Albert J. Beveridge. Charities and the Commons, v. 18, p. 579 (Aug. 10).

Child labor and the public schools. N. C. Schaeffer. Ann. Am. Acad., v. 29, p. 84 (Jan.); S. M. Lindsay, v. 29, p. 104 (Jan.); C. W. Dabney, v. 29, p. 110 (Jan.).

Child labor and the republic. S. M. Lindsay. Charities and the Commons, v. 17, p. 639 (Jan. 5).

Child labor conference at Nashville, 1907. Outlook, v. 87, p. 511 (Nov. 9).

Child labor in the anthracite coal in-

¹ The abbreviation "Ann. Am. Acad." is used for the Annals of the American Academy of Political and Social Science.

- dustry. O. R. Lovejoy. *Ann. Am. Acad.*, v. 29, p. 35 (Jan.).
- Child labor in the soft coal mines. O. R. Lovejoy. *Ann. Am. Acad.*, v. 29, p. 26 (Jan.).
- Child labor in the south. E. A. Smyth. *Outlook*, v. 85, p. 769 (Mar. 30); A. J. McKelway, D.D., v. 85, pp. 917, 999 (Apr. 27).
- Child labor problem. Julia Magruder. *North American Review*, v. 186, p. 245 (Oct.).
- Child labor situation in Ohio and border states. W. E. Miller. *Ann. Am. Acad.*, v. 29, p. 71 (Jan.).
- Child labor situation in Pennsylvania. F. D. Watson. *Charities and the Commons*, v. 17, p. 1110 (Mar. 30).
- Children in silk manufacture in Greece. A. E. Hyde. *Charities and the Commons*, v. 19, p. 1027 (Nov. 9).
- Children in the glass works of Illinois. H. Van der Vaart. *Ann. Am. Acad.*, v. 29, p. 77 (Jan.).
- Crime of child labor. E. H. Stoy. *Arena*, v. 36, p. 584 (Dec., '06).
- Democracy's present battle with the Moloch of greed. *Arena*, v. 37, p. 175 (Feb.).
- Difficulties of a factory inspector. E. T. Davies. *Ann. Am. Acad.*, v. 29, p. 125 (Jan.).
- Effects of child labor on national life. *Outlook*, v. 85, p. 235 (Feb. 2).
- Enforcement of child labor legislation. Starr Cadwallader. *Ann. Am. Acad.*, v. 29, p. 132 (Jan.).
- Evil of child labor. A. J. McKelway, D.D. *Outlook*, v. 85, p. 360 (Feb. 16).
- Fact versus sentimentality. Julia Magruder. *North American Review*, v. 186, p. 245 (Oct.).
- Fight to save the children. A. J. McKelway, D.D. *World To-day*, v. 12, p. 427 (Apr.).
- Holding the mirror up to industry. M. H. B. Mussey. *Charities and the Commons*, v. 17, p. 591 (Jan. 5).
- National protection for children. Jane Addams. *Ann. Am. Acad.*, v. 29, p. 57 (Jan.).
- New Jersey children in the street trades. E. B. Butler. *Charities and the Commons*, v. 17, p. 1062 (Mar. 16).
- Obstacles to the enforcement of child labor legislation. F. F. Kelley. *Ann. Am. Acad.*, v. 29, p. 50 (Jan.).
- Poverty and parental dependence as an obstacle to child labor reform. H. Folks. *Ann. Am. Acad.*, v. 29, p. 1 (Jan.).
- Public school and the girl wage-earner. Florence M. Marshall. *Charities and the Commons*, v. 19, p. 848 (Oct. 5).
- Rational statement. E. E. Pratt. *Arena*, v. 37, p. 613 (Jun.).
- Reports from state and local child labor committees and consumers' leagues, 1906. *Ann. Am. Acad.*, v. 29, p. 142 (Jan.).
- Save the children and the nation. *North American Review*, v. 183, p. 1209 (Dec. 7, '06); same, *Harper's Bazar*, v. 41, p. 197 (Feb.).
- School scholarships—a branch of child labor work. E. Gilman. *Charities and the Commons*, v. 17, p. 971 (Mar. 2).
- Smoke of sacrifice. E. Markham. *Cosmopolitan*, v. 42, p. 391 (Feb.).
- Spinners in the dark. E. Markham. *Cosmopolitan*, v. 43, p. 310 (Jul.).
- Sweat-shop inferno. E. Markham. *Cosmopolitan*, v. 42, p. 327 (Jan.).
- Ultimate physical effects of premature toil. A. H. Freiberg. *Ann. Am. Acad.*, v. 29, p. 19 (Jan.).
- Untruths respecting child labor. *North American Review*, v. 184, p. 332 (Feb. 1); same, *Harper's Bazar*, v. 41, p. 418 (Apr.).
- Value of publicity in reform. A. T. Vance. *Ann. Am. Acad.*, v. 29, p. 87 (Jan.).
- What is ahead for the untrained child in industry? S. M. Kingsbury. *Charities and the Commons*, v. 19, p. 808 (Oct. 5); same, *Review of Reviews*, v. 36, p. 604 (Nov.).

Child Labor Laws:

- Against and for federal child labor legislation. Outlook, v. 85, p. 583 (Mar. 16).
- Beveridge bill. Review of Reviews, v. 35, p. 4 (Jan.).
- Beveridge's proposed child labor law. Outlook, v. 84, p. 895. (Dec. 15, '06).
- Child labor laws of the Ohio valley. J. H. Morgan. Ann. Am. Acad., v. 29, p. 61 (Jan.).
- Child labor legislation. G. A. England. Lippincott's Magazine, v. 80, p. 399 (Sept.).
- Child labor legislation handbook, 1907. J. C. Goldmark. Ann. Am. Acad., v. 29, sup., p. 1 (Jan.).
- Child labor legislation in England. O. R. Lovejoy. Chautauquan, v. 46, p. 217 (Apr.).
- Enforcement of child labor legislation. Starr Cadwallader. Ann. Am. Acad., v. 29, p. 132 (Jan.).
- Enforcement of child labor legislation in Illinois. E. T. Davies. Ann. Am. Acad., v. 29, p. 93 (Jan.).
- Federal child labor bill. Nation, v. 84, p. 98 (Jan. 31).
- Guarding the children by law. Outlook, v. 87, p. 50 (Sept. 14).
- Handbook of child labor legislation. Charities and the Commons, v. 17, p. 659 (Jan. 12).
- In the south. Outlook, v. 85, p. 870 (Apr. 20).
- National child labor law. Independent, v. 61, p. 1436 (Dec. 13, '06).
- New York child labor legislation. G. A. Hall. Charities and the Commons, v. 18, p. 434 (Jul. 20).
- Position of child labor legislation. A. J. Beveridge. Independent, v. 62, p. 434 (Feb. 21).
- Summary changes in child labor laws. J. Goldmark, Charities and the Commons, v. 19, p. 770 (Oct. 5).
- Text of the Beveridge, Parsons, and Lodge bills. Charities and the Commons, v. 17, p. 581 (Jan. 5).
- What has been gained? Outlook, v. 85, p. 156 (Jan. 26).

Co-operation:

- Co-operative boarding-house for French telephone girls. Review of Reviews, v. 35, p. 579 (May).
- Co-operative consumers' associations in Russia. H. Rosenthal. Review of Reviews, v. 36, p. 201 (Aug.).
- Co-operative movement in the new world. Ralph Albertson. Arena, v. 37, p. 202 (Feb.); v. 37, p. 319 (Mar.); v. 37, p. 433 (Apr.).
- Co-operative news. Ralph Albertson. Arena, v. 37, p. 551 (May); v. 37, p. 660 (Jun.); v. 38, p. 102 (Jul.); v. 38, p. 196 (Aug.); v. 38, p. 345 (Sept.); v. 38, p. 454 (Oct.).
- Italian industries for women. M. A. Taylor. Atlantic Monthly, v. 100, p. 547 (Oct.).
- Strike in N. O. Nelson's co-operative works. Arena, v. 38, p. 334 (Sept.).
- See also references under *Profit-sharing* and *Trade Unions*.
- Cost of Living:*
- Actual cost of living. A. Britt. Independent, v. 63, p. 449 (Aug. 22).
- America raising Europe's standard of living. Charities and the Commons, v. 18, p. 171 (May 4).
- Concrete illustration showing how the cost of living greatly exceeds the increase of wages. Arena, v. 37, p. 534 (May).
- Cost of living in New York. L. K. Frankel. Charities and the Commons, v. 19, p. 1049 (Nov. 16).
- Dollar-and-a-half-fight. American Magazine, v. 65, p. 220 (Dec.).
- Gold output and higher cost of living. A. D. Noyes. Atlantic Monthly, v. 100, p. 502 (Oct.).
- Higher standards of living. World's Work, v. 14, p. 9054 (Jul.).
- How can we live more cheaply? M. M. West. Ladies' Home Journal, v. 24, p. 24 (Nov.).
- Increase in household expenses. Harper's Bazar, v. 41, sup., p. 32 (Feb.), sup., p. 3 (Sept.).

Increased cost of living; summary.

Harper's Bazar, v. 41, p. 162 (Feb.).

Life in New York City on \$1,800 a year. American Magazine, v. 64, p. 666 (Oct.).

Race suicide and the cost of living. C.

T. Herrick. North American Review, v. 184, p. 407 (Feb. 15); same, American Magazine, v. 65, p. 223 (Dec.).

Rise in the cost of living. E. Dickson. American Magazine, v. 64, p. 554 (Sept.).

Standard of decent living. A. B. Reeve. Independent, v. 63, p. 499 (Aug. 29).

Wages and living. Outlook, v. 84, p. 1043 (Dec. 29, '06).

Wages and the price of food. Harper's Weekly, v. 51, p. 1537 (Oct. 19).

Where shall we economize? H. London. Harper's Bazar, v. 41, p. 288 (Mar.).

Women and wage-spending. R. V. Phelan. Outlook, v. 85, p. 50 (Jan. 5).

See also references under *Wages*.

Employer and Employee:

How to find good men in your own shop. G. F. Stratton. World's Work, v. 14, p. 9489 (Oct.).

Personal factor in the labor problem. H. Robbins. Atlantic Monthly, v. 99, p. 729 (Jun.).

See also references under *Welfare Work* and *Works—Management*.

Employers' Liability:

Employers' liability law. C. R. Henderson. American Journal of Sociology, v. 13, p. 183 (Sept.).

Employers' liability law; two recent decisions. Independent, v. 62, p. 59 (Jan. 10).

England's domestic upheaval. S. Brooks. Harper's Weekly, v. 51, p. 1132 (Aug. 3).

Government tests of safety devices for mines. Scientific American, v. 96, p. 467 (Jun. 8).

How the law may prevent railroad accidents. Scientific American, v. 96, p. 506 (Jun. 22).

Human side of the workshop. B. Poole. Charities and the Commons, v. 17, p. 810 (Feb. 2).

Is workmen's compensation practicable? A. B. Reeve. Outlook, v. 85, p. 508 (Mar. 2).

Men on the docks. E. Poole. Outlook, v. 86, p. 142 (May 25).

New liability of employers. Living Age, v. 254, p. 371 (Aug. 10).

Present situation. G. W. Alger. Charities and the Commons, v. 17, p. 826 (Feb. 2).

Railway accidents and railway employees. D. L. Crease. World Today, v. 13, p. 735 (Jul.).

Responsibility of employers. Outlook, v. 86, p. 352 (Jun. 22).

Roosevelt's suggestion. Independent, v. 62, p. 1477 (Jun. 20).

Shifting the burden. A. M. Low. North American Review, v. 185, p. 651 (Jul. 19).

Employment Agencies:

Special employment bureaus for the handicapped. C. H. Mark. Charities and the Commons, v. 17, p. 816 (Feb. 2).

Factory System:

Cost reduction through cost comparison. C. E. Knoeppel. Engineering Magazine, v. 32, p. 918 (Mar.); v. 33, p. 72 (Apr.); v. 33, p. 239 (May).

Death roll of industry. A. B. Reeve. Charities and the Commons, v. 17, p. 794 (Feb. 2).

Difficulties of a factory inspector. E. T. Davies. Ann. Am. Acad., v. 29, p. 125 (Jan.).

Factory inspection in the United States. E. T. Davies. Ann. Am. Acad., v. 29, p. 125 (Jan.).

Factory inspection in the United States. B. M. Herron. American Journal of Sociology, v. 12, p. 487 (Jan.).

Have we passed the zenith of our industrial efficiency? J. W. Bennett. *Arena*, v. 37, p. 513 (May).

Human side of the workshop. B. Poole. *Charities and the Commons*, v. 17, p. 810 (Feb. 2).

Machine shop ideals in foundry operation. W. W. McCarter. *Engineering Magazine*, v. 32, p. 741 (Feb.).

Modern factories. *Cassier's Magazine*, v. 31, p. 459 (Mar.).

Modern machine-shop requirements. J. G. Horner. *Cassier's Magazine*, v. 31, p. 156 (Dec., '06); v. 31, p. 242 (Jan.).

Prisoners. *Living Age*, v. 254, p. 628 (Sept. 7).

Problem of the southern cotton mill. M. A. Bacon. *Atlantic Monthly*, v. 99, p. 224 (Feb.).

Profit making in shop and factory management. C. U. Carpenter. *Engineering Magazine*, v. 32, p. 481 (Jan.); v. 32, p. 769 (Feb.); v. 32, p. 929 (Mar.); v. 33, p. 49 (Apr.); v. 33, p. 381 (Jun.); v. 33, p. 583 (Jul.); v. 33, p. 736 (Aug.); v. 33, p. 931 (Sept.); v. 34, p. 250 (Nov.); v. 34, p. 490 (Dec.).

Railway machine shop. H. W. Jacobs. *Engineering Magazine*, v. 31, p. 897 (Sept., '06); v. 32, p. 21 (Oct., '06); v. 32, p. 177 (Nov., '06); v. 32, p. 339 (Dec., '06); v. 32, p. 523 (Jan.).

Shop methods and training of workmen. *Cassier's Magazine*, v. 31, p. 357 (Feb.).

Square deal to the railroad employee. H. W. Jacobs. *Engineering Magazine*, v. 33, p. 328 (Jun.).

Stimulating production by wage, stock and cost systems. C. U. Carpenter. *Engineering Magazine*, v. 33, p. 931 (Sept.).

Working agreements between manufacturers. J. F. Gairns. *Cassier's Magazine*, v. 32, p. 350 (Aug.).

See also references under *Hours of Labor*, *Welfare Work*, and *Works — Management*.

Gilds:

Guilds of Florence. E. Staley. *Dial*, v. 42, p. 41 (Jan. 16).

Hammermen of Edinburgh and their altar in St. Giles church. *Nation*, v. 84, p. 503 (May 30).

See also references under *Trade Unions*.

Hours of Labor:

Bullying the woman worker. R. C. Dorr. *Harper's Weekly*, v. 51, p. 458 (Mar. 30).

Christmas cruelties. *New England Magazine*, n. s., v. 35, p. 601 (Jan.).

Eight-hour day in coal mines. *Engineering Magazine*, v. 33, p. 792 (Aug.).

Eight-hour day in French government works. *Engineering Magazine*, v. 33, p. 628 (Jul.).

Legal end of the working woman's day. F. Kelley. *Charities and the Commons*, v. 17, p. 553 (Dec. 29, '06).

Night work prohibition. *Charities and the Commons*, v. 17, p. 551 (Dec. 29, '06).

See also reference under *Works — Management*.

Industrial Education:

Advantages to the laboring classes; symposium. *School Review*, v. 15, p. 375 (May).

Agricultural colleges of the people. E. P. Powell. *Independent*, v. 63, p. 253 (Aug. 1).

Agricultural education in the United Kingdom. J. C. Medd. *Nineteenth Century*, v. 61, p. 108 (Jan.).

Carnegie technical schools, Pittsburgh, Pa. D. A. Willey. *Scientific American*, v. 96, p. 313 (Apr. 13).

Continuation work — education for the industrial worker. A. G. Bookwalter. *Charities and the Commons*, v. 19, p. 856 (Oct. 5).

Co-operative system of technical education. H. Schneider. *Engineering Magazine*, v. 34, p. 354 (Nov.).

- Demand for technically qualified young men. *Scientific American*, v. 96, p. 246 (Mar. 23).
- Development of technical education. J. P. Harney. *Elementary School Teacher*, v. 8, p. 1 (Sept.).
- Engineering schools and polytechnic education. D. C. Jackson. *Engineering Magazine*, v. 33, p. 954 (Sept.).
- Industrial education. C. W. Hubbard. *School Review*, v. 15, p. 391 (May); same, C. H. Thurber. *School Review*, v. 15, p. 375 (May).
- Industrial education and culture. F. Rollins. *Educational Review*, v. 34, p. 494 (Dec.).
- Industrial education for city children. C. H. Keyes. *Elementary School Teacher*, v. 7, p. 247 (Jan.).
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 Modern strike tactics. Nation, v. 84, p. 448 (May 16).
 Senseless strike. Outlook, v. 86, p. 794 (Aug. 17).
 Side-lights on the telegraphers' strike. J. C. Kennedy. Journal of Political Economy, v. 15, p. 548 (Nov.).
 Strike in New Zealand, 1907. J. E. LeRossignol. World To-day, v. 13, p. 1057 (Oct.).
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 Strike of lamplighters in New York. Outlook, v. 86, p. 5 (May 4).
 Strike of the telegraphers. Outlook, v. 86, p. 841 (Aug. 24).
 What is the matter with Minnesota? Nation, v. 85, p. 92 (Aug. 1).

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Acquittal of Haywood. Arena, v. 38, p. 332 (Sept.).
 Actors and victims in the tragedies. G. K. Turner. McClure's Magazine, v. 29, p. 524 (Sept.).
 Border spirit in the west. American Magazine, v. 64, p. 331 (Jul.).
 Class enmity on trial. J. S. Tierney. World To-day, v. 13, p. 916 (Sept.).

Confession of Harry Orchard. Current Literature, v. 43, p. 1 (Jul.).
 Effects of the Haywood verdict. Current Literature, v. 43, p. 247 (Sept.).
 Haywood trial. Outlook, v. 86, p. 350 (Jun. 22).
 Haywood trial. L. Grant. Outlook, v. 86, p. 855 (Aug. 24).
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 Haywood's acquittal. Nation, v. 85, p. 92 (Aug. 1).
 History of the case. Current Literature, v. 42, p. 587 (Jun.).
 Idaho murder trial. L. Grant. Outlook, v. 85, p. 805 (Apr. 6); Independent, v. 62, p. 1117 (May 16); Independent, v. 62, p. 1373 (Jun. 13); Charities and the Commons, v. 18, p. 286 (Jun. 1).
 Moyer-Haywood trial. Outlook, v. 85, p. 776 (Apr. 6).
 Murder charge at a labor union's door. Harper's Weekly, v. 51, p. 762 (May 25).
 Professional assassin. Outlook, v. 86, p. 303 (Jun. 15).
 Roosevelt and the Moyer-Haywood trial. Outlook, v. 86, p. 1 (May 4).

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British engineering trades' agreement. Engineering Magazine, v. 34, p. 504 (Dec.).

Trade Unions:

Attitude of the State towards trade unions and trusts. H. R. Seager. Political Science Quarterly, v. 22, p. 385 (Sept.).
 Border spirit in the west. American Magazine, v. 64, p. 331 (Jul.).
 Christian-national labor movement in Germany. Review of Reviews, v. 35, p. 93 (Jan.).
 Conditions imposed on employers by labor unions. Nation, v. 85, p. 222 (Sept. 12).

Crisis in English railroads. S. Brooks. *Harper's Weekly*, v. 51, p. 1520 (Oct. 19).

French strikes and alarums. L. Jerrold. *Contemporary Review*, v. 91, p. 774 (Jun.).

How the west dealt with one labor union. B. W. Currie. *Harper's Weekly*, v. 51, p. 908 (Jun. 22).

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National union of farmers. *Outlook*, v. 85, p. 343 (Feb. 16).

Organization of railway employees. D. L. Crease. *Outlook*, v. 86, p. 503 (Jul. 6).

Organized labor. James Gibbons. *Putnam's Monthly*, v. 3, p. 62 (Oct.).

Organizing Christian workingmen in Germany. *Current Literature*, v. 42, p. 200 (Feb.).

Private war. *Outlook*, v. 86, p. 762 (Aug. 10).

Responsibility of labor organizations. *Outlook*, v. 87, p. 749 (Nov. 30).

Rising industrial problem: the new apprenticeship. G. F. Stratton. *Engineering Magazine*, v. 34, p. 401 (Dec.).

Stuttgart congress. J. C. Kennedy. *Journal of Political Economy*, v. 15, p. 489 (Oct.).

Teamsters down Shea at last. *Charities and the Commons*, v. 18, p. 700 (Sept. 7).

Trade disputes act and freedom of contract. A. Fellows. *Fortnightly Review*, v. 88, p. 403 (Sept.).

Trade-union point of view. R. F. Hoxie. *Journal of Political Economy*, v. 15, p. 345 (Jun.).

Trade union program of enlightened selfishness. J. Cummings. *Journal of Political Economy*, v. 15, p. 149 (Mar.).

Trade unionism in Germany. E. Bernstein. *Contemporary Review*, v. 92, p. 679 (Nov.); same, *Review of Reviews*, v. 36, p. 744 (Dec.).

Trade unions and politics. J. G. Brooks. *Outlook*, v. 85, p. 25 (Jan. 5).

Trade unions among English women. E. M. Henrotin. *Charities and the Commons*, v. 17, p. 1023 (Mar. 2).

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Case of labor against its traitors. G. R. Taylor. *Charities and the Commons*, v. 17, p. 788 (Feb. 2).

Forward step in the labor movement and women's trade unions. A. Henry. *Charities and the Commons*, v. 18, p. 623 (Aug. 31).

Industrial insurance: benefit features of the trade-unions. C. R. Henderson. *American Journal of Sociology*, v. 12, p. 756 (May).

Labor in the packing industry. C. W. Thompson. *Journal of Political Economy*, v. 15, p. 88 (Feb.).

Labor press. C. Stelzie. *Outlook*, v. 84, p. 1073 (Dec. 29, '06); *W. Restelle*. *World To-day*, v. 12, p. 211 (Feb.).

Mary MacArthur and the women's trade union movement. A. Henry. *Charities and the Commons*, v. 18, p. 46 (Apr. 6).

San Francisco's union labor party. *Charities and the Commons*, v. 18, p. 409 (Jul. 6).

Significant trade union benefits. *Charities and the Commons*, v. 18, p. 289 (Jun. 1).

Socialistic tendencies. J. C. Kennedy. *Journal of Political Economy*, v. 15, p. 470 (Oct.).

Truly undesirable citizens. *Nation*, v. 84, p. 402 (May 2).

Women in trade unions. F. Kelley. *Outlook*, v. 84, p. 926 (Dec. 15, '06).

Year's activity of labor unionism. V. S. Yarros. *Review of Reviews*, v. 35, p. 84 (Jan.).

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Camp of the unemployed at Levenshulme, Manchester. K. Coman. *Chautauquan*, v. 45, p. 218 (Jan.).

London unemployed. S. Brooks. Harper's Weekly, v. 51, p. 284 (Feb. 23).

Municipal employment of unemployed women in London. Edith Abbott. Journal of Political Economy, v. 15, p. 513 (Nov.).

Problem of the unemployed. G. Lansbury. Arena, v. 37, p. 191 (Feb.).

Problem of unemployment. P. S. G. Propert. Westminster Review, v. 168, p. 193 (Aug.).

Wages:

Fair day's pay. Westminster Review, v. 167, p. 547 (May).

Living wage. J. A. Ryan. Charities and the Commons, v. 17, p. 471 (Dec. 15, '06).

Throttle valve of national prosperity. F. W. Hewes. Harper's Weekly, v. 51, p. 1096 (Jul. 27).

Variability of wages. H. L. Moore. Political Science Quarterly, v. 22, p. 61 (Mar.).

Wages and living. Outlook, v. 84, p. 1043 (Dec. 29, '06).

Wages and retail prices of food in 1906. Scientific American Supplement, v. 64, p. 210 (Oct. 5).

Wages and the price of food. Harper's Weekly, v. 51, p. 1537 (Oct. 19).

Wages of seamen. F. A. Keay. Charities and the Commons, v. 17, p. 845 (Feb. 2).

Wealth and wage-earners. Engineering Magazine, v. 34, p. 196 (Oct.).

Welfare Work for Laborers:

Co-operative boarding house for French telephone girls. Review of Reviews, v. 35, p. 579 (May).

How one company insures its men against accidents. World's Work, v. 14, p. 9458 (Oct.).

Machine-shop review. J. E. Livermore. Cassier's Magazine, v. 32, p. 250 (Jul.).

Social service in business. M. R. Cranston. Reader Magazine, v. 10, p. 1 (Jun.).

Square deal to the railroad employee.

H. W. Jacobs. Engineering Magazine, v. 33, p. 328 (Jun.).

Welfare work for government employees. A. E. S. Beard. World To-day, v. 13, p. 1273 (Dec.).

What is a shop-girl's life? M. K. Maule. World's Work, v. 14, p. 9311 (Sept.).

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Works — Management:

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L. Gantt. Engineering Magazine, v. 33, p. 630 (Jul.); H. L. Gantt, Scientific American Supplement, v. 64, p. 270 (Oct. 26).

Graphical wall record for the production department. H. L. Whittemore. Engineering Magazine, v. 33, p. 894 (Sept.).

Heart of the shop. C. U. Carpenter. Engineering Magazine, v. 32, p. 935 (Mar.).

How to find good men in your own shop. G. F. Stratton. World's Work, v. 14, p. 9489 (Oct.).

Importance and value of tool-room reorganization. C. U. Carpenter. Engineering Magazine, v. 33, p. 49 (Apr.).

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Making a business pay. H. H. Lewis. Harper's Weekly, v. 51, p. 124 (Jan. 26).

Modern machine shop requirements. J. G. Horner. Cassier's Magazine, v. 31, p. 156 (Dec., '06); p. 242 (Jan.).

Organization and economy in the railway machine shop. H. W. Jacobs. Engineering Magazine, v. 31, p. 897 (Sept., '06); v. 32, p. 21 (Oct., '06); v. 32, p. 177 (Nov., '06); v. 32, p. 339 (Dec., '06); v. 32, p. 523 (Jan.).

Profit making in shop and factory management. C. U. Carpenter. Engineering Magazine, v. 32, p. 481 (Jan.); v. 32, p. 769 (Feb.); v. 32,

- p. 929 (Mar.); v. 33, p. 49 (Apr.); v. 33, p. 381 (Jun.); v. 33, p. 583 (July); v. 33, p. 736 (Aug.); v. 33, p. 931 (Sept.); v. 34, p. 250 (Nov.); v. 34, p. 490 (Dec.).
- Promotion of employees. J. F. Gairns. *Cassier's Magazine*, v. 32, p. 420 (Sept.).
- Relation of inspection to money-making shop management. A. D. Wilt, Jr. *Engineering Magazine*, v. 32, p. 725 (Feb.).
- Standardization and labor efficiency in railroad shops. H. Emerson. *Engineering Magazine*, v. 33, p. 783 (Aug.).
- See also *Apprentices; Cost Keeping; Stores Systems; Welfare Work for Laborers.*
- Women — Employment:*
- American women at men's work. Harper's Weekly, v. 51, p. 831 (Jun. 8).
- Bullying the woman worker. R. C. Dorr. Harper's Weekly, v. 51, p. 458 (Mar. 30).
- Diary of an amateur waitress. M. Younger. McClure's Magazine, v. 28, p. 543 (Mar.); v. 28, p. 665 (Apr.).
- Employment of women in industries: cigar-making. E. Abbott. *Journal of Political Economy*, v. 15, p. 1 (Jan.).
- For a national investigation of women. M. E. McDowell. *Independent*, v. 62, p. 24 (Jan. 3).
- For the sake of her children. D. Lowe. *Ladies' Home Journal*, v. 24, p. 10 (Feb.).
- Glimpses at the mind of a waitress. A. E. Tauner. *American Journal of Sociology*, v. 13, p. 48 (Jul.).
- Grisettes and midinettes. Mrs. J. Van Vorst. *Lippincott's*, v. 80, p. 101 (Jul.).
- Harriet Martineau and the employment of women in 1836. E. Abbott. *Journal of Political Economy*, v. 14, p. 614 (Dec., '06).
- How women wage-earners fare. I. Van Kleeck. *World's Work*, v. 15, p. 9683 (Dec.).
- Immigrant woman. F. A. Keller. *Atlantic Monthly*, v. 100, p. 401 (Sept.).
- Italian industries for women. M. A. Taylor. *Atlantic Monthly*, v. 100, p. 547 (Oct.).
- Legal end of the workingwoman's day. F. F. Kelley. *Charities and the Commons*, v. 17, p. 553 (Dec. 29, '06).
- Making her way in the world. E. Gates. *Cosmopolitan*, v. 42, p. 308 (Jan.).
- Mary MacArthur and the women's trade union movement. A. Henry. *Charities and the Commons*, v. 18, p. 46 (Apr. 6).
- Municipal employment of unemployed women in London. E. Abbott. *Journal of Political Economy*, v. 15, p. 513 (Nov.).
- Need for a national investigation into women's work. M. E. McDowell. *Charities and the Commons*, v. 17, p. 634 (Jan. 5).
- Physical cost of women's work. A. Jacobi. *Charities and the Commons*, v. 17, p. 839 (Feb. 2).
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- Small things that won my success. I. C. Murray. *Ladies' Home Journal*, v. 24, p. 66 (May).
- Trade unions among English women. E. M. Henrotin. *Charities and the Commons*, v. 17, p. 1023 (Mar. 2).
- What I found out as a business girl. L. A. Smith. *Ladies' Home Journal*, v. 24, p. 28 (Oct.).
- What is a shop-girl's life? M. K. Maule. *World's Work*, v. 14, p. 9311 (Sept.).
- What women do for a living. Harper's Weekly, v. 51, p. 944 (Jun. 29).

Woman in manufactures: a criticism.

I. M. Rubinow. *Journal of Political Economy*, v. 15, p. 41 (Jan.).

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• *Nineteenth Century*, v. 61, p. 472 (Mar.); same, *Living Age*, v. 253, p. 131 (Apr. 20).

Women at work in the United States.

Scientific American Supplement, v. 63, p. 26254 (Jun. 1).

Women in trade unions. F. Kelley. *Outlook*, v. 84, p. 926 (Dec. 15, '06).

Women's sphere of work. E. S. Gaskell. *Westminster Review*, v. 167, p. 323 (Mar.).

Women's work and wages. E. Cadbury. *Charities and the Commons*, v. 18, p. 612 (Aug. 24).

THE AMENDED FALL RIVER WAGE AGREEMENT.

The members of the executive committee of the Cotton Manufacturers Association and the executive committee of the Textile Council held conferences on August 24 and 26, and on the latter date the representatives of both parties agreed upon the draft of an amended agreement.

The principal change in the agreement is that in regard to the drop of margins. In the original agreement, the price of weaving changed with every drop of five points in the margin between the price of raw cotton and print cloth, until it reached 95 when a drop of 10 points was required. The new agreement calls for a change in the price of weaving for every drop of two and one-half points in the margin. The basis for figuring the margins is the same as in the original agreement. The minimum price for weaving, 18 cents a cut, and the maximum price, 23.96 cents a cut, remains the same. The standard of wages remains the same, 21.78 cents a cut for a margin of 95 points. Another change is shown in section four which says that no reductions or advances shall take effect until two weeks after the end of the period on which wages are based for the next six months, except that the present wage schedule shall remain in force for one week after the expiration of the present marginal period.

The amended agreement is as follows:

It is agreed by the Cotton Manufacturers Association of Fall River, the Fall River Mule Spinners Association, the Fall River Weavers Progressive Association, the Fall River Loomfixers Association, the Fall River Card Room Protective Association, and the Fall River Slasher Tenders Union, that wages in Fall River, so far as the mills represented by the Manufacturers Association and the operatives who are members of the above organizations are concerned, shall be determined in the following manner, which shall be binding upon the mills represented by the Manufacturers Association and upon the members of the various operatives' associations until changed or terminated as hereafter provided:

1. That 21.78 cents a cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the average selling price of 45 yards of 28-inch 64 x 64 print cloth, and 33.11 yards of 38½-inch 64 x 64 print cloth. Quotations from the *New York Journal of Commerce* shall be considered authoritative.

2. The standard of wages shall be fixed every six months, beginning the last Monday in May and November of each year, and no oftener, and shall be based on the average margin as fixed above, for the previous six months. Prices for weaving shall be as follows:

Margin Points.	Weaving Prices	Margin Points.	Weaving Prices	Margin Points.	Weaving Prices	Margin Points.	Weaving Prices
115. . .	23.96	102½. . .	22.59	90. . .	21.23	80. . .	19.66
112½. . .	23.69	100. . .	22.32	87½. . .	20.96	77½. . .	19.17
110. . .	23.42	97½. . .	22.05	85. . .	20.69	75. . .	18.68
107½. . .	23.14	95. . .	21.78	82½. . .	20.18	72½. . .	18.00
105. . .	22.87	92½. . .	21.50				

But there shall be no change in prices on either the ascending or descending scale unless the margin has reached a point named in the above schedule. Eighteen cents a cut shall be the minimum rate paid for weaving; 23.96 cents a cut shall be the maximum rate. Wages in all departments other than weaving shall be adjusted on the price for weaving as above determined.

3. No change shall be made in this agreement and it shall remain in force until the Cotton Manufacturers Association on the one side, or the members of the various operatives' organizations on the other side give notice of proposed changes at least three months prior to the last Monday of May and November in each year.

4. Reductions or advances in wages shall not take effect until two weeks after the end of the period on which wages shall be based for the next six months, except that the present wage schedule shall remain in force one week after the expiration of the present marginal period.

ANNUAL REPORTS OF THE BUREAU OF STATISTICS OF LABOR.

The following issues of the annual reports of this Department remain in print, and will be forwarded when requested upon receipt of 25 cents for each cloth bound copy or 5 cents for each part.

1893. This report contains a special report on Unemployment, and Labor Chronology for the year 1893.

1896. Contains, I. Social and Industrial Changes in the County of Barnstable; II. Graded Weekly Wages, 1810-1891, second part; III. Labor Chronology for 1896.

1897. Contains, I. Comparative Wages and Prices, 1860-1897; II. Graded Weekly Wages, 1810-1891, third part; III. Labor Chronology for 1897.

1898. Contains, I. Sunday Labor; II. Graded Weekly Wages, 1810-1891, fourth part; III. Labor Chronology for 1898.

1899. Contains, I. Changes in Conducting Retail Trade in Boston since 1874; II. Labor Chronology for 1899.

1900. Contains, I. Population of Massachusetts in 1900; II. The Insurance of Workingmen; III. Graded Prices, 1816-1891.

1903. Contains, I. Race in Industry; II. Free Employment Offices in the United States and Foreign Countries; III. Social and Industrial Condition of the Negro in Massachusetts; IV. Labor and Industrial Chronology for 1903.

1905. Contains, I. Industrial Education of Working Girls; II. Cotton Manufactures in Massachusetts and the Southern States; III. Old-age Pensions; IV. Industrial Opportunities not yet Utilized in Massachusetts; V. Statistics of Manufactures: 1903-1904; VI. Labor and Industrial Chronology.

1906. Contains, I. The Apprenticeship System; II. Trained and Supplemental Employees for Domestic Service; III. The Incorporation of Trade Unions; IV. Statistics of Manufactures: 1904-1905; V. Labor Laws of Massachusetts; VI. Labor and Industrial Chronology.

1907. Part I. Strikes and Lockouts in Massachusetts, 1906; Part II. Recent British Legislation; Part III. Industrial Opportunities not yet Utilized in Massachusetts [second report]; Part IV. Annual Statistics of Manufactures—Comparisons for 1905 and 1906; Part V. First Annual Report of the State Free Employment Offices. (Parts VI and VII in preparation.)

ANNUAL REPORTS ON THE STATISTICS OF MANUFACTURES.

Publication begun in 1886, but all volumes previous to 1893 (and 1901) are now out of print. Each volume contains comparisons, for identical establishments, between two or more years as to Capital Devoted to Production, Goods Made and Work Done, Stock and Materials Used, Persons Employed, Wages Paid, Time in Operation, and Proportion of Business Done. Beginning with the year 1904, the Annual Report on the Statistics of Manufactures was discontinued

as a separate volume and now forms a part of the Report on Labor.

The volumes remaining in print are given below, the figures in parentheses indicating the amount of postage:

1893 (15 c.); **1894** (15 c.); **1895** (15 c.); **1896** (10 c.); **1897** (10 c.); **1898** (15 c.), contains also a historical report on the Textile Industries; **1899** (10 c.); **1900** (10 c.); **1902** (10 c.); **1903** (10 c.).

SPECIAL REPORTS.

A Manual of Distributive Co-operation—1885 (postage 5 c.).

Reports of the Annual Convention of the National Association of Officials of Bureaus

of Labor Statistics in America—1902, 1903, 1904, 1905, 1906, and 1907 (postage 5 cents each).

LABOR BULLETINS.

These Bulletins contain a large variety of interesting and pertinent matter on the Social and Industrial Condition of the Workingman, together with leading articles on the Condition of Employment, Earnings, etc. The following numbers now remaining in print will be forwarded upon receipt of five cents each to cover the cost of mailing.

No. 46, February, 1907. Unemployment in Massachusetts—State Free Employment Office—Insurance against Unemployment in Foreign Countries—The Metropolitan District—Population: Boston and Massachusetts—Labor Legislation: United States and Canada, 1906—Industrial Agreements—Excerpts—Statistical Abstracts—Industrial Information.

No. 50, June, 1907. Manufactures: Massachusetts and Other States, No. 3, Comparison by States—Changes in Rates of Wages and Hours of Labor in Massachusetts, 1906—Free Employment Offices—Estimated Population of Massachusetts Cities, 1906-1910—Trade Unions in Foreign Countries—Quarterly Record of Strikes and Lockouts—Trade Union Notes—Industrial Agreements—Recent Court Decisions Relating to Labor—Excerpts—Statistical Abstracts—Industrial Information—Index to Bulletins Nos. 45 to 50.

No. 51, July-August, 1907. The Place of Birth of the Inhabitants of Massachusetts—The Place of Birth of the Inhabitants of the City of Boston—Massachusetts Forestry—The Deaf, by Herbert B. Lang, M.D.—Wage Agreements in Fall River Cotton Mills—Labor Legislation in Massachusetts, 1907—Help Wanted in New England's Cotton Mills—Free Employment Offices in Foreign Countries—Municipal Pawnshops in France and Germany—Employees' Mutual Benefit Associations in Massachusetts, 1906—Movement of Manufacturing Establishments in Massachusetts, 1906—Factory Construction in Massachusetts, 1906—Failures in Massachusetts, 1906—Trade Union Notes—Industrial Agreements—Recent Court Decisions Relating to Labor—Excerpts—Statistical Abstracts—Industrial Information.

No. 53, October, 1907. Editorial Review—Acute Diseases—Workmen's Compensation Acts—The Industrial World.

No. 54, November, 1907. Editorial Review—Chronic Diseases—Shipbuilding in Massachusetts—Recent Court Decisions Affecting Labor—Massachusetts

Monthly Statistical Reports—The Industrial World.

No. 55, December, 1907. Editorial Review—The Maimed, Lame, and Deformed—The President on Labor Matters—Massachusetts Average Retail Prices, October, 1907—The Need of Industrial Education in the Textile Industry—Massachusetts Monthly Statistical Reports—The Oilcloth and Linoleum Industry in Massachusetts—Recent Foreign Labor Legislation—Recent Court Decisions Affecting Labor—The Industrial World—Index to Volume XII (Bulletins Nos. 51 to 55).

No. 56, January, 1908. Editorial Review—Conciliation in British Trade Disputes—The Immigrant Population of Massachusetts—Employers' Associations—Extracts from the Constitution of the State of Oklahoma—Recent Court Decisions Affecting Labor—The Industrial World—Massachusetts Monthly Statistical Reports.

No. 57, February, 1908. The Unemployment Situation in Massachusetts—Recent Cases under the Canadian Industrial Disputes Investigation Act—The Industrial World.

No. 58, March-April, 1908. Labor Legislation in the United States, 1907—Massachusetts Labor Legislation, 1907—Legal Hours of Labor in the United States—Comparative Surveys of Labor Legislation.

No. 59, May, 1908. The State of Employment in the Organized Industries, April 1, 1908—Recent Court Decisions Affecting Labor: Federal Employers' Liability Law, Oregon Ten-hour Law for Women, Hatters' Boycott Case, Anti-union Discrimination Law, Lynn Building Trades Dispute, American Federation of Labor Boycott Case—The Industrial World.

No. 60, June-July, 1908. Labor Legislation in Massachusetts, 1908—Index of Bills Relating to Labor Acted upon at the Legislative Session of 1908—The Reduction in Wages in Fall River—The Building Trades Department of the American Federation of Labor—Magazine Articles on Labor Topics, 1907.

REPORTS BY MAIL.

Persons desiring the publications of this Bureau may receive them, as issued, if they will kindly, in accordance with our regulations, forward postage to the value of one dollar to cover cost of mailing. Due notice will be sent when this amount has been used so that the postage-deposit may be renewed if desired.





